

(For official use only)

1. SHORT LISTING OF CANDIDATES TO BE CALLED FOR INTERVIEW

- 1.1 First ten ranking candidates for each post subject to a minimum of 50% and 60% marks in the screening shall be eligible for interview call for Non-RMP and RMP posts, respectively.
- 1.2 The final selection shall be made by giving weightage to Score Card marks and interview marks in the following manner :-

S. No	Rank	Score Card Marks	Interview Marks	Total
Non-RMP & Semi RMP Posts				
1.	Senior Scientist	70	30	100
2.	Principal Scientist	60	40	100
3.	HOD/HRS	50	50	100
4.	HOD NI/NC/JD/PC	50	50	100
RMP Posts				
5.	Director/PD/ADG/JD NI	40	60	100
6.	DDG/Director NI/ND	40	60	100

Revised Summary Score card

Criteria		Senior Scientist	Principal Scientist	HOD/HRS/PC/NC/JD of ICAR Institutes other than NIs/DUs	PD/DIR/JDNI/ADG	DDG/DNI/ND
1.	Academic Qualification	15	6	2	2	2
2.	Experience in relevant field	10	10	12	15	15
3.	Service in Remote Areas/ Disadvantaged Areas (Difficult Areas)/KVKs*	6	5	3	2	2
4.	Recognitions & Awards/Special Attainments	9	12	15	20	20
5.	Teaching/Research/ Extension	30	27	25	23	15
6.	Publications	20	25	25	20	20
7.	Institution Building/Service functions/Resource generation	10	15	18	18	18
8.	RMP Experience	0	0	0	0	8
	GRAND TOTAL	100	100	100	100	100

* Proposed benefit to be availed once during the service.

Revised Summary Score card

Criteria	Senior Scientist		Principal Scientist		HOD/HRS/PC/NC/ JD of ICAR Institutes other than NIs/DUs		PD/ DIR/ JDNI/ ADG		DDG/ DNI/ ND		
	Marks allocated	Over-all marks (Max.)	Marks allocated	Over-all marks (Max.)	Marks allocated	Over-all marks (Max.)	Marks allocated	Over-all marks (Max.)	Marks allocated	Over-all marks (Max.)	
1.	Academic Qualifications										
1A	Academic Performance	10	15	3	06	1	02	1	02	1	02
1A	Ph.D. Thesis Award	02		2		1		1		1	
1C	Overseas Post-Doctoral Fellowship/ Associateship	03		1		1		1		1	
2.	Experience in relevant field										
2A	Essential Qualifications	0	10	0	10	0	12	0	15	0	15
2B	Experience over and above prescribed essential qualifications	05		5		4		04		-	
2C	Trainings	05		5		-		-		-	
2D	Significant Contributions	-		-		5		05		04	
2E	Team Work to Inter-disciplinary approach	-		-		3		02		-	
2F	Leadership Attributes	-		-		-		04		03	
2G	Contribution in the area of Research Management	-		-		-		-		08	
3.	Service in Remote Areas/Disadvantaged Areas (Difficult Areas)/KVKs*	-	06	-	05	-	03	-	02	-	02
4.	Recognitions & Awards/Special Attainments										
4A	Recognitions & Awards	06	09	7	12	08	15	12	20	12	20
4B	Special Attainments	03		5		07		08		08	

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5.	Teaching/Research/Extension										
5A/5B/5C	Major Function: Teaching/Research/ Extension	16	30	14	27	12	25	12	23	08	15
5D	Minor Functions: Teaching/Research/ Extension	08		7		06		06		04	
5E	Externally Funded Projects	06		6		07		05		03	
6.	Publications										
6A	Applicable to Researchers & Teachers other than Social Scientists										
6A.i.	Publications (Refereed Journals)	15	20	16	25	20	25	15	20	15	20
6A.ii.	Other Publications	05		9		05		05		05	
6B	Applicable to Social Scientists and Scientists working in KVKs										
6B.i.	Publications (Refereed Journals)	10	20	12	25	15	25	10	20	10	20
6B.ii.	Other Publications	10		13		10		10		10	
7.	Institution Building/Service Functions/Resource generation										
7A	Institution Building at Institute's/ Council's level	2	10	3	15	6	18	07	18	07	18
7B	Service Function	8		11		11		10		6	
7C	Resources Generation	2		5		4		03		6	
8.	RMP Experience	-	0	-	0	-	0	-	0	-	08
	GRAND TOTAL		100	100		100		100		100	

Score Card Guidelines for Senior Scientist Posts

Item No.	Sub-Item-I	Sub-Item-II	Sub-Item-III	Attribute/ Accomplishments/ Contributions/ Performance Indicators and Allocation/ Distribution/ Award of Marks	Maximum Upper Limit of Score (Item/ Sub-Items wise)			
					Sub-Item Score-III	Sub-Item Score-II	Sub-Item Score-I	Item Score
1				Academic Qualification (Proof required for each credit claimed including award of first class by the University or the conversion formula)				15
	1A			Academic performance Award 1.0mark for each of the following academic achievements:			10	
		i.		Marks from 60% to < 75% at the 10+2 level		1		
		ii.		Marks \times 75% at 10+2 level		1		
		iii.		Marks from 60% to < 75% or OGP from 6.0/10 to <7.5/10 at the graduate level		1		
		iv.		OGP \times 7.5/10 or Marks \times 75% at the Graduate level		1		
		v.		OGP \times 8.0/10 or Marks \times 80% at the Masters level		1		
		vi.		OGP \times 8.0/10 or Marks \times 80% at the Ph. D. Level		1		
		vii.		National Talent Search Scholarship/ASPIRE/or other such Scholarship		1		
		viii.		Merit Scholarship at the UG level		1		
		ix.		JRF at the M.Sc. Level/Merit scholarship in DUs		1		
		x.		SRF of ICAR/CSIR or JRF of UGC at the Ph. D. level or other national level fellowships or GATE upper 5%		1		
		xi.		First Position/ Gold Medal in the University at the Graduate level		1		
		xii.		First position/ Gold Medal in the university at the MastersøLevel		1		
		xiii.		Overseas Doctoral Fellowship or Scholarship i.e. Commonwealth, DAAD etc.		1		
	1B			Ph.D. thesis award			2	
		i		Jawaharlal Nehru award of the ICAR for best Ph.D. thesis (2.0 marks)		2		
		ii		Ph.D. Gold Medal/ best thesis award at university level (1.0 mark)		1		
	1C			Overseas Post-Doctoral Fellowship/ Associate-ship award: Overseas Post-Doctoral Fellowships/Associate-ships, which are competitive e.g., Commonwealth, DAAD, Fulbright, Humboldt, Boyscast, Fellowships awarded by CG Institutes, FAO, DBT, UGC/ Overseas University etc. Award of marks will be as follows:			3	
		i		Award 1.0 mark for minimum 3 to less than 6 months duration		NML [#]		
		ii		Award 2.0 marks for six-months or more duration		NML [#]		
	P. S. : Aggregate award for Item 1 (1A+1B+1C) is limited to 15 marks							

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2			Experience in Relevant Field				10
	2A		Essential qualifications (No Marks to be Awarded).				0
		i	<p><u>Disciplines other than Engineering Disciplines</u></p> <p>Doctoral degree in relevant subject including relevant basic sciences with 8 yearsØ experience in the relevant subject as Scientist/ Lecturer/ Extension Specialist or in an equivalent position in the Pay Band-3 of ₹ 15600-39100 with Grade Pay of ₹ 5400/6000/7000/8000 having made contribution to research/ teaching/ extension education as evidenced by published work/ innovations and impact.</p> <p align="center">OR</p> <p>Doctoral degree in relevant subject including relevant basic sciences with minimum 8 yearsØ experience of high quality post-doctoral research in an institution/ organization as evidenced by at least 6 publications in journals with NAAS rating of 7.5 or above</p> <p><u>Desirable :</u> Specialization (As defined in Advertisement)</p> <p><u>Note:</u></p> <p>(i) Specialization (As defined in Advertisement) could be made part of essential qualifications as per job requirements, if deemed necessary.</p> <p>(ii) Relevant basic science discipline, most appropriate to the post applied, will be identified by the Expert Screening Committee.</p> <p>(iii) The above mentioned qualifications are model qualifications, however the Expert Screening Committee shall determine the eligibility/ award marks to the applicant as per qualifications mentioned in IFC for respective posts.</p>	₹			
		ii	<p><u>Engineering disciplines</u></p> <p>Doctoral degree in relevant engineering subject with 6 yearsØ experience as Scientist/ Lecturer/ Extension Specialist or in an equivalent position in the Pay Band-3 of ₹ 15,600-39,100 with Grade Pay of ₹ 5400/6000/7000/8000 having made contribution to research/ teaching/ extension education as evidenced by published work /innovation and impact.</p> <p align="center">OR</p> <p>Doctoral degree in the relevant subject including relevant basic sciences with minimum 6 yearsØ experience of high quality post-doctoral research in an institution/ organization as evidenced by at least 6 publications in journals with NAAS rating of 7.5 or above.</p> <p align="center">OR</p> <p>MasterØ degree in the relevant engineering subject with 10 yearsØ experience as Scientist/ Lecturer/ Extension Specialist or in an equivalent position in the Pay Band-3 of ₹ 15600-39100 with Grade Pay of ₹ 5400/6000/7000/8000 having made contribution to research/ teaching/ extension education as</p>				

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			evidenced by published work/ innovations and impact. Desirable : Specialization (As defined in Advertisement) Note: (i) Specialization (As defined in Advertisement) could be made part of essential qualifications as per job requirements, if deemed necessary. (ii) Relevant basic science discipline, most appropriate to the post applied, will be identified by the Expert Screening Committee. (iii) The above mentioned qualifications are model qualifications, however the Expert Screening Committee shall determine the eligibility/ award marks to the applicant as per qualifications mentioned in IFC for respective posts.				
			P. S. The eligibility qualifications of the applicants not having worked in the above mentioned Pay Scales/ Bands (2A.i and 2A.ii) entirely or partly but have been employed for the number of years as required will be decided on the basis of the prevailing equivalence rules at the time as appeared in the advertisement and the decision of the Board will be final in this regard.				
	2B		Experience over and above for prescribed essential years stipulated as minimum qualifications. Award of marks is as follows:			5	
		i	Award 1.0 mark for each additional year of service over and above the prescribed qualifications.		NML [#]		
		ii	Award 1.0 mark for possessing desirable qualifications as specified in the advertisement.		1		
		iii	Award 1.0 mark for each year of Post-Doctoral experience within country.		NML [#]		
	2C		Trainings Specify trainings undergone outside the institute/university in the field of specialization with subject of the training and name of the training institute/organization. Award marks for trainings undergone outside the Institution where working, as per following conditions:			5	
		i	Award 1.0 mark for training of 10 to 20 days duration.		1		
		ii	Award 2.0 marks for each training of 21 to 89 days duration.		NML [#]		
		iii	Award 3.0 marks for each training of ≥3months duration.		NML [#]		
			Note: These trainings should be other than those covered in 1C. P. S. Aggregated award covering items 2A, 2B and 2C would be limited to 10 marks.				
	3		Service in Remote Areas/ Disadvantaged Areas (Difficult Areas)/ KVKs Marks are assigned for service rendered in the remote				6

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			areas/disadvantaged regions/ KVKs notified by the ICAR from time to time. Marks will be awarded only , if the candidate has completed at least 3 years of continuous service in remote areas/ disadvantaged regions/ KVKs Award 3.0 marks for initial 3 years of service and 1.0 mark for each year of additional service. Note: This benefit is available only for service period in the ICAR or any other Central Government Institute and that too only once in the entire service career.				
4			Recognitions & Awards/ Special Attainments				9
	4A		Recognitions and Awards			6	
		i	Award 1.0 mark each for Associate-ship of recognized National Academies/ National Awards of ICAR/CSIR/UGC/DST.		2		
		ii	Award 1.0 mark each for Young Scientist Award/ Medal of National Academies/ISCA		2		
		iii	Award 1.0 mark for each award given by the State Government/ National Institutes/ Universities/ Registered Professional Societies.		2		
	4B		Special attainments			3	
		i	Award 1.0 mark each for recognition as Member-Secretary of Scientific Committees/Member of Task Forces and other Policy Making Bodies/Committees at the National/State level, member of official delegation abroad.		1		
		ii	Award 1.0 mark for the best paper/poster award in a Symposium/ Conference/ Scientific Journal.		1		
		iii	Award 1.0 mark each for: Each one-month experience of working/ training in an International Organization/ Laboratory other than Post-Doctoral Fellow, or Participation in an International Conference/ Symposia outside the country other than during M.Sc./Ph.D. degree or Post-Doctoral experience period spent outside the country. Note: Out-country period spent for earning M.Sc. /Ph.D. degree or gaining Post-Doctoral experience will not qualify for award of marks in this section.		1		
		P. S. Maximum aggregate award covering item 4 (sub-items 4A and 4B) would be limited to 9 marks					
5			Teaching / Research / Extension				30

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			Specify contributions in Teaching/ Research/ Extension areas. Identify one major and one minor area of work as detailed below:																						
			<table border="1"> <thead> <tr> <th>Area of Function</th> <th>Major or Minor Areas of Function</th> <th>Score</th> </tr> </thead> <tbody> <tr> <td>5A. Teaching</td> <td>Teaching, major function</td> <td>16</td> </tr> <tr> <td>5B. Research</td> <td>Research, major function</td> <td>16</td> </tr> <tr> <td>5C. Extension</td> <td>Extension, major function</td> <td>16</td> </tr> <tr> <td>5D</td> <td>Minor function details (Teaching/Research/Extension as minor function)</td> <td>08</td> </tr> <tr> <td>5E</td> <td>Externally funded projects</td> <td>06</td> </tr> </tbody> </table>	Area of Function	Major or Minor Areas of Function	Score	5A. Teaching	Teaching, major function	16	5B. Research	Research, major function	16	5C. Extension	Extension, major function	16	5D	Minor function details (Teaching/Research/Extension as minor function)	08	5E	Externally funded projects	06				
Area of Function	Major or Minor Areas of Function	Score																							
5A. Teaching	Teaching, major function	16																							
5B. Research	Research, major function	16																							
5C. Extension	Extension, major function	16																							
5D	Minor function details (Teaching/Research/Extension as minor function)	08																							
5E	Externally funded projects	06																							
	5A		Teaching as Major Function			16																			
		i	For teaching as the major function, the candidate must have taught courses independently with a total course credit load of 10 hrs/week during an academic year; whereas for minor function, the applicant must have undertaken load of 3 credit hrs/week during an academic year. In case of courses taught jointly, credit load taken by the applicant only should be mentioned. For credit load less than the prescribed limit, no marks shall be awarded. Award 2.0 marks for each year of requisite teaching experience.		8																				
		ii	Guidance for M.Sc./ Ph.D. dissertation. As major guide award 0.5 marks for each M.Sc. student and 1.0 mark for each Ph.D. student (marks to be awarded for students who have fulfilled all requirements for award of degree)		2																				
		iii	Success of students (for whom the applicant served as major guide) in terms of recognition for conferment of National Awards, e.g., Jawaharlal Nehru Award of the ICAR. 2.0 marks for each ICAR award and 1.0 mark for Best Thesis award at university level.		2																				
		iv	Acted as (i) External Examiner at UG and PG level, (ii) External Thesis Evaluator/viva-voce Examiner and (iv) Paper-Setter at PG level for Universities and Boards. Award 0.5 marks for each assignment.		2																				
		v	Award 0.5 marks for each 5 subject matter lectures delivered as resource person in Summer/Winter Schools, Refresher Courses and Training Programs.		2																				
		vi	Award 0.5 marks for each lecture delivered/ presentation made during a Symposium/ Conference etc.		2																				
			P. S. Aggregate award for all activities covered under item 5A is limited to 16 marks																						
	5B		Research as Major Function			16																			
		i	Research Projects: Associated with research projects as		4																				

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			PI/Co-PI/Associate evidenced by reports submitted on completion of the research projects. Award 2.0 marks for each completed project of two or more years duration. For projects of lesser duration, award 1.0 mark for each year of completed project.				
		ii	Research contributions (major research findings): List five major research achievements in bullet form supported each by corresponding research publication. Award 1.0 mark for each bullet point. Note: No marks to be given if achievement is not supported by a publication.		5		
		iii	Research contributions (Patents commercialized/ varieties released/ technology developed etc.) supported by documentary evidence. Award marks for the following activities:		7		
		a	Award 2.0 marks for each patent commercialized.	NML [#]			
		b	Award 1.0 mark for each variety/animal breed developed/ trait identified.	NML [#]			
		c	Award 1.0 mark for each product, process or technology developed/approved package of practice.	NML [#]			
		P. S.: Aggregate award for items covered under 5B.i, 5B.ii and 5B.iii would be limited to 16 marks.					
5C			Extension Education as Major Function.			16	
		i	Technology application, demonstration and adoption: As evidenced by a documentary proof, award 1.0 mark for each of the following activities:		6		
		a	Involvement in technology identification, application programs through organizing/coordinating activities related to technology assessment and refinement e.g., on farm trials, frontline demonstrations and initiation of programs related to Farming System Research and Extension (FSR &E)	NML [#]			
		b	Yield gap analysis and impact assessment for providing feedback to research and development	NML [#]			
		c	Documentation of innovative extension methodologies, management of extension program, and success stories	NML [#]			
		d	Development of indices/tests on technology up-scaling and out-scaling of introduced technologies	NML [#]			
		e	Conduct of programs on women development and gender mainstreaming	1			
		f	Technology inventory and feedback support provided to the extension system for cataloguing region and situation specific technologies	1			
		ii	Extension approaches for technology dissemination: As evidenced by a documentary proof, award 1.0 mark for each of the following activity:		6		
		a	Formation of Formal Village Organizations/Farmer Field Schools or establishment of Farmers Producer/Commodity/Interest Groups	1			
		b	Introduction of innovative extension methods and institutional innovations supporting adoption of	1			

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			introduced technologies including commercialization and mass dissemination of technologies				
		c	Conceptualization, development and implementation of e-extension services, kiosks and ICT based extension programs	1			
		d	Founding monitoring of e-linkages/connectivity, creating and use of electronic and web based knowledge portals and products	1			
		e	Organization or coordination of interface meetings, demonstrations, farmers meetings/field day(s)/technology week, exhibition, TV & Radio talks	1			
		f	Production and supply of technology products.	1			
		iii	Capacity Development and Collaborative Program: As evidenced by a documentary proof, marks will be awarded for each of the following capacity building activity organized:		4		
		a	Conduct of stakeholder's capacity building programs as coordinator. Award 0.5 marks for programs of less one month duration and 1.0 mark for programs of one month or more duration.	NML [#]			
		b	Training tool kits developed. Award 0.5 marks for each activity.	NML [#]			
		c	Conduct of vocational training programs of one month or more duration. Award 1.0 mark for each program.	NML [#]			
		P.S.: Aggregate award for items covered under 5C.i., 5C.ii. and 5C.iii. is limited to 16 marks.					
	5D		Minor Function details (Teaching/Research/Extension as minor function)			8	
			For any of the teaching, research or extension as the Minor Function , the award of marks will be granted as narrated and distributed for Major Function. The aggregate thus obtained will be divided by 2 to compute marks for the Minor Function.				
	5E		Externally Funded Projects			6	
			Qualifying marks for earning Competitive Grant Projects granted by external sources (excluding institute funded projects) should only be considered for marking. Externally funded projects will be awarded marks as follows (proof necessary):				
		i	Upto ₹ 10 lacs, award 1.0 mark for PI and 0.5 marks for Co-PI/Project Associate for each project.		NML [#]		
		ii	More than ₹ 10 lacs and up to ₹ 25 lacs, award 2.0 marks for PI and 1.0 mark for Co-PI/Project Associate for each project.		NML [#]		
		iii	More than ₹ 25 lacs, award 3.0 marks for PI and 2.0 marks for Co-PI/Project Associate for each project.		NML [#]		
		P.S.: Aggregate award covering items 5A or 5B or 5C plus 5D and 5E will be limited to 30 marks					
6			Publications				20
	6A		Applicable to Researchers & Teachers other than			20	

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			Social Scientists.				
		i	Publications (Refereed Journals)		15		
			An applicant must identify 10 best research papers published in refereed journals for allocation of scores according to NAAS journal rating applicable from 01.01.2016. The NAAS score for each of the 10 publications will be added and sum multiplied by 0.20 to assign marks. For research publications where NAAS journal ID/rating is not available, the Screening Committee shall be empowered to give appropriate rating but not exceeding 0.5/publication. Short communication will not qualify for award of marks along with full research papers. Where NAAS rating is not available but International Impact Factor is available, the applicant may indicate NAAS rating as 6 plus impact factor.				
		ii	Other publications.		5		
		a	Practical/Training Manuals/ Books published - Authored/Edited (list only 2 publications). Award 1.0 mark for each publication.	2			
		b	Book chapters published (list only 2 publications). Award 1.0 mark for each publication.	2			
		c	Popular articles/ Bulletins/ Short Communications (list only 2 publications). Award 0.5 marks for each publication.	1			
			P.S.: Maximum 20 marks for 6Ai +6Aii				
6B			Applicable to Social Scientists and Scientists working in KVKs			20	
		i	An applicant must identify 10 best research papers published in refereed journals for allocation of scores according to NAAS journal rating applicable from 01.01.2016. The NAAS score for the 10 publications will be added and the sum multiplied by 0.15 to assign marks with a cap at 10. For research publications where NAAS journal ID/rating is not available, the Screening Committee shall be empowered to give appropriate rating not more than 0.5/publication. Short communication will not qualify for award of marks along with full research papers. Where NAAS rating is not available but International Impact Factor is available, the applicant may indicate NAAS rating as 6 plus impact factor.		10		
		ii	Other Publications		10		
		a	Practical/Training Manual/ Book published - Authored/Edited (list only 2 publications). Award 1.0 mark for each publication	2			
		b	Book chapters published (list only 2 publications). Award 1.0 mark for each publication.	2			
		c	Popular articles/Short communications (list only 4 publications). Award 0.25 marks for each publication.	1			
		d	Electronic media coverage, articles published in	1			

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			newspapers and magazines (list only 4 publications). Award 0.25 marks for each relayed or published article.				
		e	Extension Bulletins (list only 4 publications). Award 0.25 marks for each Bulletin.	1			
		f	IT material for Technology Transfer or Human Resource Development (list only 1 activity). Award 1.0 mark for each material developed.	1			
		g	Papers in proceedings (list only 2 publications). Award 1.0 mark for each paper.	2			
			P.S.: Maximum 20 marks for 6B.i +6B.ii				
			P. S. Aggregate award for items covered under item 6A or 6B (including sub-heads 6A.i, 6A.ii or 6B.i and 6B.ii) is limited to 20 marks.				
7			Institution Building/Service Functions/Resource Generation				10
	A		Institution building Only clearly defined contributions in institutional building shall be considered. Qualifying criteria for award of marks would be as follows:			2	
		i	New facility developed (list only 2 activities). Award 1.0 mark for each activity		2		
	B		Service Functions			8	
		i	<u>Services provided as In-charge of utility sections:</u> Duties performed for at least one year or more as Warden, Library In-charge, Student Welfare Officer, Animal House In-charge, Hospital In-charge, Sports In-charge, Farm In-charge, Vigilance Officers and Common Instruments Laboratory In-charge/any other activity assigned by the controlling authority, qualify for marking. Award 1.0 mark for each responsibility.		4		
		ii	<u>Services provided in PME cell:</u> Duties in PME Cell for 1 year and more. Award 1.0 mark for each year.		2		
		iii	<u>Services provided for miscellaneous tasks:</u> Following contributions will qualify for award of marks. Award 1.0 mark for each activity.		2		
		a	Compilation of Institute Annual Reports (Editor or Sub-Editor).				
		b	Field survey, biodiversity and aquatic resources survey (more than 7 days/year).				
		c	Any other activity assigned by Director for one year such as Nodal Officer.				
	C		Resource Generation			2	
			Resources generated through consultancy, contract research, and commercialization of technologies with documentary proof. Award of marks will be as follows: (Note: It will not include sale of farm produce)				
		i	Up to ₹ 5 lacs, award 1.0 mark for each activity.		NML [#]		
		ii	For more than ₹ 5 lacs, award 2.0 marks for each activity.		NML [#]		

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		P. S. Aggregate award of marks for item 7 (7A + 7B +7C) is limited to 10 and its inclusion in score is based on a specific certification by the Head of the Institution.						
8				RMP Experience				0
	Grand Total						100	

Note :- NML[#] No Maximum Limit. However the marks will be capped to the highest marks allocated as in next column.

Score Card Guidelines for Principal Scientist Posts

Item No.	Sub-Item-I	Sub-Item-II	Sub-Item-III	Attribute/ Accomplishments/ Contributions/ Performance Indicators and Allocation/ Distribution/ Award of Marks	Maximum Upper Limit of Score (Item/ Sub-Items wise)			
					Sub-Item Score-III	Sub-Item Score-II	Sub-Item Score-I	Item Score
1				Academic Qualification (Proof required for each credit claimed including award of first class by the University or the conversion formula)				6
	1A			Academic performance Award 1.0 mark for each of the following academic achievements:			3	
		i.		Marks from 60% to < 75% at the 10+2 level		1		
		ii.		Marks \times 75% at 10+2 level		1		
		iii.		Marks from 60% to <75% or OGP from 6.0/10 to <7.5/10 at the graduate level		1		
		iv.		OGP \times 7.5/10 or Marks \times 75% at the Graduate level		1		
		v.		OGP \times 8.0/10 or Marks \times 80% at the Masters level		1		
		vi.		OGP \times 8.0/10 or Marks \times 80% at the Ph. D. Level		1		
		vii.		National Talent Search Scholarship/ASPIRE/or other such Scholarship		1		
		viii.		Merit Scholarship at the UG level		1		
		ix.		JRF at the M.Sc. Level/Merit scholarship in DUs		1		
		x.		SRF of ICAR/CSIR or JRF of UGC at the Ph. D. level or other national level fellowships or GATE upper 5%		1		
		xi.		First Position/ Gold Medal in the University at the Graduate level		1		
		xii.		First position/ Gold Medal in the university at the MastersøLevel		1		
		xiii.		Overseas Doctoral Fellowship or Scholarship i.e. Commonwealth, DAAD etc.		1		
	1B			Ph.D. thesis award			2	
		i		Jawaharlal Nehru award of the ICAR for best Ph.D. thesis (2.0 marks)		2		
		ii		Ph.D. Gold Medal/ best thesis award at university level (1.0 mark)		1		
	1C			Overseas Post-Doctoral Fellowship/Associate-ship award: Overseas Post-Doctoral Fellowships/Associate-ships, which are competitive e.g., Commonwealth, DAAD, Fulbright, Humboldt, Boyscast, Fellowships awarded by CG Institutes, FAO, DBT, UGC/ Overseas University etc. Award of marks will be as follows:			1	
		i		Award 1.0 mark for six-months or more duration		NML [#]		
P. S. : Aggregate award for Item 1 (1A+1B+1C) is limited to 6 marks								
2				Experience in Relevant Field				10
	2A			Essential qualifications(No Marks to be Awarded).			0	

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			<p>(i) Doctoral degree in the relevant subject including relevant basic sciences.</p> <p>(ii) Ten years experience in the relevant subject out of which at least 8 years should be as Scientist/ Lecturer/ Extension Specialist or in an equivalent position in the Pay Band-3 of ₹ 15600-39100 with Grade Pay of ₹ 5400/6000/7000/8000 and 2 years as a Senior Scientist or in an equivalent position in the Pay Band-4 of ₹ 37400-67000 with Grade Pay of ₹ 8700/9000.</p> <p>(iii) The candidate should have made contribution to research/ teaching/ extension education as evidenced by published work/ innovations and impact.</p> <p>Desirable : Specialization (As defined in Advertisement)</p> <p>Note:</p> <p>(i) Specialization (As defined in Advertisement) could be made part of essential qualifications as per job requirements, if deemed necessary.</p> <p>(ii) Relevant basic science discipline, most appropriate to the post applied, will be identified by the Expert Screening Committee.</p> <p>(iii) The above mentioned qualifications are model qualifications, however the Expert Screening Committee shall determine the eligibility/ award marks to the applicant as per qualifications mentioned in IFC for respective posts.</p>				
			<p>P. S. The eligibility qualifications of the applicants not having worked in the above mentioned Pay Scales/Bands (in 2A) entirely or partly but have been employed for the number of years as required will be decided on the basis of the prevailing equivalence rules at the time as appeared in the advertisement and the decision of the Board will be final in this regard.</p>				
	2B		<p>Experience over and above for prescribed essential years stipulated as minimum qualifications. Award of marks is as follows:</p>			5	
		i	Award 1.0 mark for each additional year of service over and above the prescribed qualifications.		NML [#]		
		ii	Award 1.0 mark for possessing desirable qualifications as specified in the advertisement.		1		
		iii	Award 1.0 mark for each year of post-doctoral experience within country.		NML [#]		
	2C		<p>Trainings Specify trainings undergone outside the institute/university in the field of specialization with subject of the training and name of the training institute/organization. Award marks for trainings undergone outside the Institution where working, as per following conditions:</p>			5	
		i	Award 1.0 mark for training of 10 to 20 days duration.		1		
		ii	Award 2.0 marks for each training of 21 to 89 days		NML [#]		

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			duration.				
		iii	Award 3.0 marks for each training of ≥ 3 months duration.		NML [#]		
		Note: These trainings should be other than those covered in 1C. P. S. Aggregated award covering items 2A, 2B and 2C would be limited to 10 marks.					
3			Service in Remote Areas/Disadvantaged Areas (Difficult Areas)/KVKs				5
			Marks are assigned for service rendered in the remote areas/disadvantaged regions/KVKs notified by the ICAR from time to time. Marks will be awarded only , if the candidate has completed at least 3 years of continuous service in remote areas/disadvantaged regions/KVKs Award 3.0 marks for initial 3 years of service and 1.0 mark for each year of additional service. Note: This benefit is available only for service period in the ICAR or any other Central Government Institute and that too only once in the entire service career.				
4			Recognitions & Awards/Special Attainments				12
	4A		Recognitions and Awards			7	
		i	Award 2.0 marks each for Associate-ship or Fellow of recognized National Academies/National Awards of ICAR/CSIR/UGC/DST.		2		
		ii	Award 2.0 marks each for Young Scientist Award/Medal of National Academies/ ISCA		2		
		iii	Award 1.0 mark for each award given by the State Government/ National Institutes/ Universities/ Registered Professional Societies.		3		
	4B		Special attainments			5	
		i	Award 1.0 mark each for recognition as Member-Secretary of Scientific Committees/Member of Task Forces and other Policy Making Bodies/Committees at the National/ State level, member of official delegation abroad.		2		
		ii	Award 1.0 mark for the best paper/poster award in a Symposium/Conference/Scientific Journal.		4		
		iii	Award 1.0 mark each for: Each one-month experience of working/ training in an International Organization/Laboratory other than post-doctoral fellow, or Participation in an International Conference/ Symposia outside the country other than during M.Sc./Ph.D. degree or Post-Doctoral experience period spent outside the country. Note: Out-country period spent for earning M.Sc. /Ph.D. degree or gaining Post-Doctoral experience will not qualify for award of marks in this section.		2		
		P. S. Maximum aggregate award covering item 4 (sub-items 4A and 4B) would be limited to 12 marks					

5			Teaching / Research / Extension				27																								
			Specify contributions in Teaching/ Research/ Extension areas. Identify one major and one minor area of work as detailed below:																												
			<table border="1"> <thead> <tr> <th>Area of Function</th> <th>Major or Minor Function</th> <th>Areas of Function</th> <th>Score</th> </tr> </thead> <tbody> <tr> <td>5A.</td> <td>Teaching</td> <td>major function</td> <td>14</td> </tr> <tr> <td>5B.</td> <td>Research</td> <td>major function</td> <td>14</td> </tr> <tr> <td>5C.</td> <td>Extension</td> <td>major function</td> <td>14</td> </tr> <tr> <td>5D</td> <td>Minor function details (Teaching/ Research/ Extension as minor function)</td> <td></td> <td>07</td> </tr> <tr> <td>5E</td> <td>Externally funded projects</td> <td></td> <td>06</td> </tr> </tbody> </table>	Area of Function	Major or Minor Function	Areas of Function	Score	5A.	Teaching	major function	14	5B.	Research	major function	14	5C.	Extension	major function	14	5D	Minor function details (Teaching/ Research/ Extension as minor function)		07	5E	Externally funded projects		06				
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5C.	Extension	major function	14																												
5D	Minor function details (Teaching/ Research/ Extension as minor function)		07																												
5E	Externally funded projects		06																												
5A			Teaching as Major Function				14																								
	i		For teaching as the major function, the candidate must have taught courses independently with a total course credit load of 10 hrs/week during an academic year; whereas for minor function, the applicant must have undertaken load of 3 credit hrs/week during an academic year. In case of courses taught jointly, credit load taken by the applicant only should be mentioned. For credit load less than the prescribed limit, no marks shall be awarded. Award 2.0 marks for each year of requisite teaching experience.		6																										
	ii		Guidance for M.Sc./ Ph.D. dissertation. As major guide award 0.5 marks for each M.Sc. student and 1.0 mark for each Ph.D. student (marks to be awarded for students who have fulfilled all requirements for award of degree)		2																										
	iii		Success of students (for whom the applicant served as major guide) in terms of recognition for conferment of National Awards, e.g., Jawaharlal Nehru Award of the ICAR. 2.0 marks for each ICAR award and 1.0 mark for Best Thesis award at university level.		2																										
	iv		Acted as (i) External Examiner at UG and PG level, (ii) External Thesis Evaluator/viva-voce Examiner and (iv) Paper-Setter at PG level for Universities and Boards. Award 0.5 marks for each assignment.		2																										
	v		Award 0.5 marks for each 5 subject matter lectures delivered as resource person in Summer/Winter Schools, Refresher Courses and Training Programs.		2																										
	vi		Award 0.5 marks for each lecture delivered/ presentation made during a Symposium/ Conference etc.		2																										
			P. S. Aggregate award for all activities covered under item 5A is limited to 14 marks																												

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5B			Research as Major Function			14	
	i		Research Projects: Associated with research projects as PI/Co-PI/Associate evidenced by reports submitted on completion of the research projects. Award 2.0 marks for each completed project of two or more years duration. For projects of lesser duration, award 1.0 mark for each year of completed project.		5		
	ii		Research contributions (major research findings): List five major research achievements in bullet form supported each by corresponding research publication. Award 1.0 mark for each bullet point. Note: No marks to be given if achievement is not supported by a publication.		5		
	iii		Research contributions (Patents commercialized/ varieties released/ technology developed etc.) supported by documentary evidence: Award marks for the following activities:		4		
		a	Award 2.0 marks for each patent commercialized.	NML [#]			
		b	Award 1.0 mark for each variety/animal breed developed/ trait identified.	NML [#]			
		c	Award 1.0 mark for each product, process or technology developed/approved package of practice.	NML [#]			
		P. S. Aggregate award for items covered under 5B.i, 5B.ii and 5B.iii would be limited to 14 marks.					
5C			Extension Education as Major Function.			14	
	i		Technology application, demonstration and adoption: As evidenced by a documentary proof, award 1.0 mark for each of the following activities:		6		
		a	Involvement in technology identification, application programs through organizing/coordinating activities related to technology assessment and refinement e.g., on farm trials, frontline demonstrations and initiation of programs related to Farming System Research and Extension (FSR &E)	1			
		b	Yield gap analysis and impact assessment for providing feedback to research and development	1			
		c	Documentation of innovative extension methodologies, management of extension program, and success stories	1			
		d	Development of indices/tests on technology up-scaling and out-scaling of introduced technologies	1			
		e	Conduct of programs on women development and gender mainstreaming	1			
		f	Technology inventory and feedback support provided to the extension system for cataloguing region and situation specific technologies	1			
	ii		Extension approaches for technology dissemination: As evidenced by a documentary proof, award 1.0 mark for each of the following activity:		5		
		a	Formation of Formal Village Organizations/Farmer Field Schools or establishment of Farmers/ Producer/Commodity/Interest Groups	1			

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		b	Introduction of innovative extension methods and institutional innovations supporting adoption of introduced technologies including commercialization and mass dissemination of technologies	1			
		c	Conceptualization, development and implementation of e-extension services, kiosks and ICT based extension programs, creating and use of electronic and web based knowledge portals and products	1			
		d	Organization or coordination of interface meetings, demonstrations, farmers meetings/field day(s)/technology week, exhibition, TV & Radio talks	1			
		e	Production and supply of technology products.	1			
		iii	Capacity Development and Collaborative Program: As evidenced by a documentary proof, marks will be awarded for each of the following capacity building activity/field demonstration organized:		3		
		a	Conduct of stakeholder's capacity building programs as coordinator. Award 0.5 marks for programs of less one month duration and 1.0 mark for programs of one month or more duration.	NML [#]			
		b	Training tool kits developed. Award 0.5 marks for each activity.	NML [#]			
		c	Demonstrations laid out and constraints analyzed and solutions suggested for general improvement. Award 1.0 mark for each program.	NML [#]			
		P.S.: Aggregate award for items covered under 5C.i., 5C.ii. and 5C.iii. is limited to 14 marks.					
5D			Minor Function details (Teaching/Research/Extension as minor function)			7	
			For any of the teaching, research or extension as the Minor Function , the award of marks will be granted as narrated and distributed for Major Function. The aggregate thus obtained will be divided by 2 to compute marks for the Minor Function.				
5E			Externally Funded Projects			6	
			Qualifying marks for earning Competitive Grant Projects granted by external sources (excluding institute funded projects) should be considered for marking only. Externally funded projects will be awarded marks as follows (proof necessary):				
		i	Up to ₹ 10 lacs, award 1.0 mark for PI and 0.5 marks for Co-PI/Project Associate for each project		NML [#]		
		ii	For > ₹ 10 lacs and up to ₹ 25 lacs, award 2.0 marks for PI and 1.0 mark for Co-PI/Project Associate for each project		NML [#]		
		iii	For > ₹ 25 lacs, award 3.0 marks for PI and 2.0 marks for Co-PI/Project Associate for each project		NML [#]		
		P.S.: Aggregate award covering items 5A or 5B or 5C plus 5D and 5E will be limited to 27 marks.					
6			Publications				25

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6A			Applicable to Researchers & Teachers other than Social Scientists.			25	
	i		Publications (Refereed Journals)			16	
			An applicant must identify 16 best research papers published in refereed journals for allocation of scores according to NAAS journal rating applicable from 01.01.2016. The NAAS score for each of the publication will be added and sum multiplied by 0.13 to assign marks. For research publications where NAAS journal ID/rating is not available, the Screening Committee shall be empowered to give appropriate rating but not exceeding 0.4/publication. Short communication will not qualify for award of marks along with full research papers. Where NAAS rating is not available but International Impact Factor is available, the applicant may indicate NAAS rating as 6 plus impact factor.				
	ii		Other publications.			9	
		a	Practical/Training Manuals/ Books / Monographs published - Authored/ Edited (list only 2 publications). Award 2.0 marks for each publication.	4			
		b	Book chapters/ Policy papers (list only 2 publications). Award 2.0 marks for each publication.	4			
		c	Popular articles/ Bulletins/ Short Communications (list only 4 publications). Award 0.5 marks for each publication.	2			
		d	Papers in proceedings (list only 2 publications). Award 1.0 mark for each paper.	2			
			P.S.: Maximum 25 marks for 6Ai +6Aii				
6B			Applicable to Social Scientists and Scientists working in KVKs			25	
	i		An applicant must identify 12 best research papers published in refereed journals for allocation of scores according to NAAS journal rating applicable from 01.01.2016. The NAAS score for the 12 publications will be added and the sum multiplied by 0.13 to assign marks with a cap at 12. For research publications where NAAS journal ID/rating is not available, the Screening Committee shall be empowered to give appropriate rating not more than 0.4/publication. Short communication will not qualify for award of marks along with full research papers. Where NAAS rating is not available but International Impact Factor is available, the applicant may indicate NAAS rating as 6 plus impact factor.			12	
	ii		Other Publications			13	
		a	Practical/Training Manual/ Books published - Authored/Edited (list only 2 publications). Award 2.0 mark for each publication.	4			
		b	Book chapters /Policy papers/ Economic reviews published (list only 2 publications). Award 2.0 marks for	4			

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			each publication.				
		c	Popular Articles/Bulletins/Short communications (list only 4 publications). Award 0.25 marks for each publication.	1			
		d	Electronic media coverage, articles published in newspapers and magazines (list only 4 publications). Award 0.25 marks for each relayed or published article.	1			
		e	Extension Bulletins (list only 4 publications). Award 0.25 marks for each Bulletin.	1			
		f	IT material for Technology Transfer or Human Resource Development (list only 1 activity). Award 1.0 mark for each material developed.	1			
		g	Papers in proceedings (list only 4 publications). Award 0.5 marks for each paper.	2			
			P.S.: Maximum 25 marks for 6B.i +6B.ii				
			P. S. Aggregate award for items covered under item 6A or 6B (including sub-heads 6A.i, 6A.ii or 6B.i and 6B.ii) is limited to 25 marks.				
7			Institution Building/Service Functions/Resource Generation				15
	A		Institution building Only clearly defined contributions in institutional building shall be considered. Qualifying criteria for award of marks would be as follows:			3	
		i	New facility developed (list only 3 activities). Award 1.0 mark for each activity		3		
	B		Service Functions			11	
		i	<u>Services provided as In-charge of utility sections:</u> Duties performed for at least one year or more as Warden, Library In-charge, Student Welfare Officer, Animal House In-charge, Hospital In-Charge, Sports In-charge, Farm In-charge, Vigilance Officers and Common Instruments Laboratory In-charge/any other activity assigned by the controlling authority qualify for marking. Award 1.0 mark for each responsibility.		4		
		ii	<u>Services provided in PME Cell:</u> Duties in PME Cell for one year and more. Award 1.0 mark for each year.		3		
		iii	<u>Services provided for miscellaneous tasks:</u> Following contributions qualifies for award of marks. Award 1.0 mark for each activity.		4		
		a	Compilation of Institute Annual Reports (editor or sub-editor)	NML [#]			
		b	Field survey including sea exploration, biodiversity and aquatic/soil resources survey	NML [#]			
		c	Any other activity assigned by Director for one year such as Nodal Officer	NML [#]			
	C		Resource Generation			5	
			Resources generated through consultancy, contract research, and commercialization of technologies with				

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			documentary proof. Award of marks will be as follows: <i>(Note: It will not include sale of farm produce)</i>				
		i	Up to ₹ 5 lacs, award 1.0 mark for each activity.		NML [#]		
		ii	For > ₹ 5 lacs, award 2.0 marks for each activity.		NML [#]		
		P. S. Aggregate award of marks for item 7 (7A + 7B +7C) is limited to 15 and its inclusion in score is based on a specific certification by the Head of the Institution.					
8			RMP Experience				0
		Grand Total					100

Note :- NML[#] No Maximum Limit. However the marks will be capped to the highest marks allocated as in next column.

Score Card Guidelines for Posts of HOD, HRS, PC, NC and JD of other than National Institutes

Item No.	Sub-Item-I	Sub-Item-II	Sub-Item-III	Attribute/ Accomplishments/ Contributions/ Performance Indicators and Allocation/ Distribution/ Award of Marks	Maximum Upper Limit of Score (Item/ Sub-Items wise)			
					Sub-Item Score-III	Sub-Item Score-II	Sub-Item Score-I	Item Score
1				Academic Qualification (Proof required for each credit claimed including award of first class by the University or the conversion formula)				2
	1A			Academic performance Award 1.0 mark for each of the following academic achievements:			1	
		i		First Position/ Gold Medal in the University at the Graduate level		1		
		ii		First position/ Gold Medal in the university at Post Graduate Level		1		
	1B			Ph.D. thesis award			1	
		i		Jawaharlal Nehru award of the ICAR for best Ph.D. thesis (Award 1.0 mark)		1		
	1C			Overseas Post-Doctoral Fellowship/Associate-ship award: Award of marks will be as follows:			1	
		i		Overseas Post-Doctoral Fellowships which are competitive e.g., Fellowships awarded by DBT/DST, Fulbright/ Humboldt/ Boyscast/ DAAD etc. Award 1.0 mark for each.		NML [#]		
		ii		Any other additional qualification acquired relevant to the post. Award 1.0 mark for each.		NML [#]		
P. S. : Aggregate award for Item 1 (1A+1B+1C) is limited to 2 marks								
2				Experience in Relevant Field				12
	2A			Essential qualifications (No Marks to be Awarded).			0	
				HOD/HRS: (i) Doctoral degree in the relevant subject including relevant basic sciences. (ii) At least 2 years experience as Principal Scientist/ Professor or in an equivalent position in the Pay Band-4 of ₹ 37,400-67,000 with Grade Pay of ₹ 10,000. (iii) Evidence of publications/ activities/ contributions to suggest that the candidate has a broad vision/ perspective on agricultural research. PC/NC/ JD: (i) Doctoral degree in the relevant subject including relevant basic sciences. (ii) At least 3 years experience as Principal Scientist/ Professor or in an equivalent position in the Pay Band-4 of ₹ 37,400-67,000 with Grade Pay of ₹ 10,000.				

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			<p>(iii) Evidence of publications / activities /contributions to suggest that the candidate has a broad vision/perspective on agricultural research.</p> <p>Desirable : Specialization (As defined in Advertisement)</p> <p>Note: (i) Specialization (As defined in Advertisement) could be made part of essential qualifications as per job requirements, if deemed necessary. (ii) Relevant basic science discipline, most appropriate to the post applied, will be identified by the Expert Screening Committee. (iii) The above mentioned qualifications are model qualifications, however the Expert Screening Committee shall determine the eligibility/ award marks to the applicant as per qualifications mentioned in IFC for respective posts.</p>				
	2B		Experience over and above for prescribed essential years stipulated as minimum qualifications. Award of marks is as follows:			4	
		i	Award 1.0 mark for each year of service experience over and above the prescribed period required for a particular post.		NML [#]		
		ii	Award 1.0 mark for possessing desirable qualifications as specified in the advertisement.		1		
			P. S. Marks are awarded strictly for the service experience over and above the prescribed essential years stipulated as minimum qualifications (as specified in 2A above).				
	2C		Trainings (No marks to be awarded).			0	
	2D		Significant contributions			5	
		i	Specify 5 most significant contributions that establish claim for the post being applied for . The candidate may narrate his/her evidenced major involvement and matching output (in 5 bullet points) as per specified requirements for the post applied. Award 1.0 mark for each significant contribution.		5		
	2E		Team work to interdisciplinary approach			3	
		i	Steered team work to strengthen interdisciplinary research as evidenced by joint publications involving scientists across disciplines or institutes in two bullet points. Award 1.5 marks for each bullet point.		3		
			P. S. Aggregated award covering items 2A, 2B, 2C, 2D and 2E would be limited to 12 marks.				
3			Service in Remote Areas/Disadvantaged Areas (Difficult Areas) /KVKs				3
			Marks are assigned for service rendered in the remote areas/disadvantaged regions/KVKs notified by the ICAR from time to time. Marks will be awarded only , if the candidate has completed at least 3 years of continuous				

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			service in remote areas/disadvantaged regions/KVKs Award 1.5 marks for initial 3 years of service and 0.5 mark for each year of additional service. Note: The benefit of service in remote/disadvantaged areas/KVK is available only for service period in the ICAR or any other Central Government Institute and that too only once in the entire service career.				
4			Recognitions & Awards/Special Attainments				15
	4A		Recognitions and Awards			8	
		i	Award 4.0 marks for each Rafi Ahmad Kidwai/ Shanti Swaroop Bhatnagar Award.		8		
		ii	Award 4.0 marks for Fellowship of recognized National Academy (List only one fellowship).		4		
		iii	Award 2.0 marks for each National (ICAR, CSIR and DST)/ International/ Science awards including awards like Om Prakash Bhasin, Vasvik/ Borlaugh/ FICCI/ Memorial Awards instituted by the National Science Academies, Institute/ University Award given on National basis.		NML [#]		
		iv	Award 0.5 marks for each award given by a National Institute/University/ Registered Professional Societies/State Government		4		
	4B		Special attainments			7	
		i	Award 1.0 mark each for Invited to act as Chairman/ Member-Secretary of Scientific Committees and other Policy Making Bodies/ Committees of National/ State Governments/ QRT Member.		2		
		ii	Award 1.0 mark each for President/ Secretary of registered Professional Societies/ Chief Editor of NAAS Rated Journals.		1		
		iii	Award 2.0 marks for each one-month experience of working in an International Organization/Laboratory. Period spent for Consultancy/ Assignments with CG Centres, UN Agencies or Foreign Country Governments including Inter-governmental Agencies/Panels and Universities abroad are considered for marking. Note: Period spent abroad towards Masters/ Ph.D./ Post-Doctoral experience will not be counted for award of marks.		2		
		iv	Award 1.0 mark each for an individual invited lecture/ Chairman of a Technical Session in International Conventions, Conferences, Symposia etc. or participated as Member of an International Delegation.		2		
			P. S. Maximum aggregate award covering item 4 (4A and 4B) would be limited to 15 marks				
5			Teaching / Research / Extension				25

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			Specify contributions in Teaching/ Research/ Extension areas. Identify one major and one minor area of work as detailed below:																						
			<table border="1"> <thead> <tr> <th>Area of Function</th> <th>Major or Minor Areas of Function</th> <th>Score</th> </tr> </thead> <tbody> <tr> <td>5A. Teaching</td> <td>Teaching, major function</td> <td>12</td> </tr> <tr> <td>5B. Research</td> <td>Research, major function</td> <td>12</td> </tr> <tr> <td>5C. Extension</td> <td>Extension, major function</td> <td>12</td> </tr> <tr> <td>5D</td> <td>Minor function details (Teaching/ Research/ Extension as minor function)</td> <td>06</td> </tr> <tr> <td>5E</td> <td>Externally funded projects</td> <td>07</td> </tr> </tbody> </table>	Area of Function	Major or Minor Areas of Function	Score	5A. Teaching	Teaching, major function	12	5B. Research	Research, major function	12	5C. Extension	Extension, major function	12	5D	Minor function details (Teaching/ Research/ Extension as minor function)	06	5E	Externally funded projects	07				
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5D	Minor function details (Teaching/ Research/ Extension as minor function)	06																							
5E	Externally funded projects	07																							
	5A		Teaching as Major Function				12																		
		i	For teaching as the major function, the candidate must have taught 3 courses with a total 8 credit hrs load during each academic year. Whereas for minor function, the applicant must have taken 3 credit hrs load/academic year. In case of courses taught jointly, credit load taken by the applicant only should be mentioned. Award 0.5 marks for each year of teaching as specified herein.		3																				
		ii	Capacity building training programs: organized Summer School/Winter School/Other Training as Course Director or conducted Outreach Programs as Leader or developed and delivered customized Training Programs as Principal Organizer. Award 1.0 mark for each activity.		2																				
		iii	Guidance provided for M.Sc. /Ph.D. dissertation. As major advisor award 0.25 marks for each M.Sc. student guided and 0.5 marks for each Ph. D. student guided (marks to be awarded only for students who have fulfilled all requirements for award of a degree program).		3																				
		iv	Success of students (for whom the applicant served as major advisor/guide) in terms of recognition for conferment of National Awards, e.g., Jawaharlal Nehru Award of the ICAR. 2.0 marks for each ICAR award and 1.0 mark for Best Thesis award at university level.		2																				
		v	Award 0.5 marks for each 10 subject matter lectures delivered as resource person in Summer/Winter Schools, Refresher Courses and Training Programs etc.		1																				
		vi	Award 0.5 marks each for organizing a Seminar/Symposium as Chairman/ Organizing Secretary/ Convener.		1																				
			P. S. Aggregate award for all activities covered under item 5A is limited to 12 marks																						
	5B		Research as Major Function				12																		
		i	Research Projects: Associated with completed research		3																				

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			projects as PI as evidenced by reports submitted. Award 1.0 mark for each completed project of 3 years and 0.5 marks for projects of lesser duration.				
		ii	Research contributions (major research findings): List five major research findings/ achievements in bullet form supported each by a corresponding research publication. Award 0.8 marks for each research finding. Note: No marks to be given if achievement is not supported by a publication.		4		
		iii	Research contributions (Patents commercialized/ varieties released/ technology developed etc.) supported by documentary evidence: Award marks for the following activities:		5		
		a	Award 2.0 marks for each patent commercialized.	NML [#]			
		b	Award 1.0 mark for each research publication with citation index of more than 15	NML [#]			
		b	Award 1.0 mark for each product, process or technology developed.	NML [#]			
		c	Award 1.0 mark for each variety released by the Central Variety Release Committee	NML [#]			
		d	Award 1.0 mark for each Breed developed/Trait identified	NML [#]			
		e	Award 0.5 marks for each variety released at state level	NML [#]			
		P. S. Aggregate award for items covered under 5B.i, 5B.ii and 5B.iii would be limited to 12 marks.					
5C			Extension Education as Major Function.			12	
		i	Technology application, demonstration and adoption: Award 1.0 mark for each of the following activities. Marks will be awarded for those activities that are confirmed by successful outcome. Marks shall be awarded, only if there is documentary proof for the matching achievements.		5		
		a	Involvement in technology application programs through organizing/coordinating activities related to technology assessment and refinement e.g. on farm trials and report on technology refinement	1			
		b	Extent of adoption of the technology in adopted areas	1			
		c	Participatory Rural Appraisal (PRA) and Participatory Technology Development (PTD), yield gap analysis and impact assessment for providing feedback to research and development in the form of report	1			
		d	Development of innovative extension methodologies, management cases and documentation of success stories.	1			
		e	New methodology developed or innovation introduced which led to improvement in extension/technology adoption	1			
		ii	Extension approaches for technology dissemination: As evidenced by a documentary proof, award 1.0 mark for each of the following activity. Marks will be awarded for those functions that are confirmed by successful outcome.		4		

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		a	Formation of Formal Village Organizations/Farmer Field Schools.	1			
		b	Introduction of innovative extension methods and institutional innovations supporting adoption of introduced technologies including commercialization and mass dissemination of technologies.	1			
		c	Founding of e-linkages/connectivity, creating and use of electronic and web based knowledge portals and products.	1			
		d	Organization or coordination of interface meetings, demonstrations, farmer's meetings/field day/s/technology week, exhibition, TV & Radio talks.	1			
		iii	Capacity Development: As evidenced by a documentary proof, marks will be awarded for each of the following capacity building activity/field demonstration organized excluding organization of summer/winter schools:		3		
		a	Award 0.5 marks for each training program of one month or more duration organized as Coordinator.	NML [#]			
		b	Award 1.0 mark each for delivery of 10 lectures in training programs.	NML [#]			
		P.S.: Aggregate award for items covered under 5C.i., 5C.ii. and 5C.iii. is limited to 12 marks.					
5D			Minor Function details (Teaching/Research/Extension as minor function)			6	
			For any of the teaching, research or extension as the Minor Function , the award of marks will be granted as narrated and distributed for Major Function. The aggregate thus obtained will be divided by 2 to compute marks for the Minor Function.				
5E			Externally Funded Projects			7	
			Only those projects granted by external sources on the basis of Competitive Research Grant should be considered for marking. Projects will be awarded marks as outlined below. For each Project having grant value of ₹:				
		i	₹ 10-20 lacs, award 1.0 mark for PI and 0.5 marks for Co-PI/Project Associate for each project		NML [#]		
		ii	> ₹ 20-50 lacs, award 2.0 marks for PI and 1.0 mark for Co-PI/Project Associate for each project		NML [#]		
		iii	> ₹ 50-100 lacs, award 3.0 marks for PI and 1.5 marks for Co-PI/Project Associate for each project		NML [#]		
		iv	> ₹ 100 lacs, award 4.0 marks for PI and 2.0 marks for Co-PI/Project Associate for each project		NML [#]		
		P.S.: Aggregate award covering items 5A or 5B or 5C plus 5D and 5E will be limited to 25 marks					
6			Publications				25
	6A		Applicable to Researchers & Teachers other than Social Scientists.			25	
		i	Publications (Refereed Journals)		20		

Applicable from Advt. No. 01/2016

			An applicant must identify 20 best research papers published in refereed journals for allocation of scores according to NAAS journal rating applicable from 01.01.2016. The NAAS score for each of the publication will be added and sum multiplied by 0.13 to assign marks. For research publications where NAAS journal ID/rating is not available, the Screening Committee shall be empowered to give appropriate rating but not exceeding 0.40/publication. Short communication will not qualify for award of marks along with full research papers. Where NAAS rating is not available but International Impact Factor is available, the applicant may indicate NAAS rating as 6 plus impact factor.				
		ii	Other publications.		5		
		a	Practical Manuals/ Books/ Monographs published - Authored/ Edited (List only 2 publications). Award 1.0 mark for each publication.	2			
		b	Book chapters/ Policy papers/ Economic reviews (list only 2 publications). Award 1.0 mark for each publication.	2			
		c	Papers in proceedings (list only 4 publications). Award 0.25 marks for each paper.	1			
			P.S.: Maximum 25 marks for 6Ai +6Aii				
6B			Applicable to Social Scientists and Scientists working in KVKs			25	
		i	An applicant must identify 15 best research papers published in refereed journals for allocation of scores according to NAAS journal rating applicable from 01.01.2016. The NAAS score for each publication will be added and the sum multiplied by 0.13 to assign marks. For research publications where NAAS journal ID/rating is not available, the Screening Committee shall be empowered to give appropriate rating not more than 0.40/publication. Short communication will not qualify for award of marks along with full research papers. Where NAAS rating is not available but International Impact Factor is available, the applicant may indicate NAAS rating as 6 plus impact factor.		15		
		ii	Other Publications		10		
		a	Practical Manual / Books/ Monographs published - Authored/Edited (list only 2 publications). Award 1.0 mark for each publication.	2			
		b	Book chapters/Policy papers/ Economic reviews published (list only 4 publications). Award 1.0 mark for each publication.	4			
		c	Popular Articles/Short communications (list only 10 publications). Award 0.2 marks for each publication.	2			
		d	Electronic media coverage, articles published in newspapers and magazines (list only 10 publications). Award 0.2 mark for each relayed or published article.	2			

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		e	Extension Bulletins (list only 8 publications). Award 0.25 marks for each Bulletin.	2			
			P.S.: Maximum 25 marks for 6B.i +6B.ii				
			P. S. Aggregate award for items covered under item 6A or 6B (including sub-heads 6A.i &6A.ii; or 6B.i & 6B.ii) is limited to 25 marks.				
7			Institution Building/Service Functions/Resource Generation				18
	A		Institution building Only clearly defined contributions as a leader in institutional building shall be considered for marking. Qualifying criteria for award of marks would be as follows:			6	
		i	New facility developed such as addition of new equipment costing more than ₹ 25 lacs each (list only 2 activities). Award 1.0 mark for each activity.		2		
		ii	Development of new laboratory with investment of more than ₹ 25 lacs (list only 4 activities). Award 1.0 mark for each activity.		4		
	B		Service Functions			11	
		i	<u>Services provided as In-charge of utility sections:</u> Following duties performed by a candidate will qualify for award of marks if undertaken at least for one or more years as: Warden, Library In- charge, Student Welfare Officer, Animal House In-charge, Hospital In-charge, Studentsø Sports In-charge, Farm In-charge, Common Instruments Laboratory In-charge, Vigilance Officers or any other duty assigned by Head of the Institution for one year or more qualify for marking. Award 1.0 mark for each responsibility.		4		
		ii	<u>Services provided in PME cell:</u> Duties in PME Cell for one year and more. Award 1.0 mark for each year.		3		
		iii	<u>Services provided for miscellaneous tasks:</u> Following contributions of applicant qualify for award of marks. Award 0.5 marks for each function.		4		
		a	Preparation of review reports, proceedings and other similar works	NML [#]			
		b	Assistance at least for one year in coordination and monitoring progress of work of RAC, IMC, QRT, BOM, Academic Council and similar Advisory Committees of the Institute/University.	NML [#]			
		c	Field surveys including biodiversity/aquatic/soil survey	NML [#]			
		d	Production and distribution of seeds/cultures/planting material/diagnostic services/store purchase/ Maintenance of farm each at least for one year	NML [#]			
	C		Resource Generation			4	
			Revenue resources generated including technologies commercialized other than regular farm produce with documentary proof: Award of marks will be as follows:				

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	i	Upto ₹ 10 lacs award 1.0 mark for each activity.	NML [#]	
	ii	For > ₹ 10 lacs to ₹ 15 lacs, award 2.0 marks for each activity.	NML [#]	
	iii	For > ₹ 15 lacs award 3.0 marks for each activity.		
	P. S. Aggregate award of marks for item 7 (7A + 7B +7C) is limited to 18 and its inclusion in score is based on a specific certification by the Head of the Institution.			
8		RMP Experience		0
Grand Total				100

Note :- NML[#] No Maximum Limit. However the marks will be capped to the highest marks allocated as in next column.

**Score Card Guidelines for Posts of Assistant Director General, Director,
Project Director, Joint Director of National Institute**

Item No.	Sub-Item -I	Sub-Item -II	Sub-Item -III	Attribute/Accomplishments/Contributions/Performance Indicators and Allocation/Distribution/Award of Marks	Maximum Upper Limit of Score (Item/ Sub-Items wise)			
					Sub-Item Score -III	Sub-Item Score -II	Sub-Item Score -I	Item Score
1				Academic Qualification (Proof required for each credit claimed including award of first class by the University or the conversion formula)				2
	1A			Academic performance Award 1.0 mark for each of the following academic achievements:			1	
		i		First Position/ Gold Medal in the University at the Graduate level		1		
		ii		First position/ Gold Medal in the university at Post Graduate Level		1		
	1B			Ph.D. thesis award			1	
		i		Jawaharlal Nehru award of the ICAR for best Ph.D. thesis (Award 1.0 mark)		1		
	1C			Overseas Post-Doctoral Fellowship/Associate-ship award: Award of marks will be as follows:			1	
		i		Overseas Post-Doctoral Fellowships which are competitive e.g., Fellowships awarded by DBT/DST, Fulbright/ Humboldt/ Boystcast/ DAAD etc.Award 1.0 mark for each.		NML [#]		
		ii		Any other additional qualification acquired relevant to the post. Award 1.0 mark for each.		NML [#]		
	P. S. : Aggregate award for Item 1 (1A+1B+1C) is limited to 2 marks							
2				Experience in Relevant Field				15
	2A			Essential qualifications (No Marks to be Awarded).			0	
				(i) Doctoral degree in the relevant subject including relevant basic sciences. (ii) At least 5 years experience as Principal Scientist/ Professor or in an equivalent position in the Pay Band-4 of ₹ 37,400-67,000 with Grade Pay of ₹ 10,000. OR An eminent scientist having proven record of scientific contribution working in a reputed organization/ Institute having at least 15 yearsØ experience in the relevant subject. (iii) Evidence of publication/ activities contribution to suggest that the candidate has a broad vision/ perspective on agricultural research.				

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			<p>Desirable : Specialization (As defined in Advertisement)</p> <p>Note: (i) Specialization (As defined in Advertisement) could be made part of essential qualifications as per job requirements, if deemed necessary. (ii) Relevant basic science discipline, most appropriate to the post applied, will be identified by the Expert Screening Committee. (iii) The above mentioned qualifications are model qualifications, however the Expert Screening Committee shall determine the eligibility/ award marks to the applicant as per qualifications mentioned in IFC for respective posts.</p>				
2B			Experience over and above for prescribed essential years stipulated as minimum qualifications. Award of marks is as follows:			4	
	i		Award 1.0 mark for each year of service experience over and above the prescribed period required for a particular post.		NML [#]		
	ii		Award 1.0 mark for possessing desirable qualifications as specified in the advertisement.		1		
			P. S. Marks are awarded strictly for the service experience over and above the prescribed essential years stipulated as minimum qualifications (as specified in 2A above).				
2C			Trainings (No marks to be awarded).			0	
2D			Significant contributions			5	
	i		Specify 5 most significant contributions that establish claim for the post being applied for. The candidate may narrate his/her evidenced major involvement and matching output (in 5 bullet points) as per specified requirements for the post applied. Award 1.0 mark for each significant contribution.		5		
2E			Team work to interdisciplinary approach			2	
	i		Steered team work to strengthen interdisciplinary research as evidenced by joint publications involving scientists across disciplines or institutes in two bullet points. Award 1.0 mark for each bullet point.		2		
2F			Leadership Attributes			4	
			Following contributions as a leader qualifies for award of marks:				
	i		Major R&D initiatives launched including those relating to IPR/Patent/WTO etc. Award 1.0 mark for each contribution.		NML [#]		
	ii		Inter institutional collaboration (National & International) developed. Award 1.0 mark for each contribution.		NML [#]		
	iii		New programs started. Award 1.0 mark for each contribution.		NML [#]		
	iv		Bringing recognition to the Institute either as individual or team. Award 1.0 mark for each contribution.		NML [#]		

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		v	Any other new initiative taken. Award 1.0 mark for each contribution.		NML [#]		
			P. S. Aggregated award covering items 2A, 2B, 2C, 2D, 2E and 2F would be limited to 15 marks.				
3			Service in Remote Areas/Disadvantaged Areas (Difficult Areas)/KVKs				2
			Marks are assigned for service rendered in the remote areas/disadvantaged regions/KVKs notified by the ICAR from time to time. Marks will be awarded only , if the candidate has completed at least 3 years of continuous service in remote areas/disadvantaged regions/KVKs Award 1.5 marks for initial 3 years of service and 0.5 marks for each year of additional service. Note: The benefit of service in remote/disadvantaged areas/KVK is available only for service period in the ICAR or any other Central Government Institute and that too only once in the entire service career.				
4			Recognitions & Awards/ Special Attainments				20
	4A		Recognitions and Awards			12	
		i	Award 4.0 marks for each Rafi Ahmad Kidwai/ Shanti Swaroop Bhatnagar Award.		8		
		ii	Award 4.0 marks for Fellowship of recognized National Academies(List only one fellowship).		4		
		iii	Award 2.0 marks for each National (ICAR, CSIR and DST)/ International/ Science awards including awards like Om Prakash Bhasin, Vasvik/ Borlaugh/ FICCI/ Memorial Awards instituted by the National Science Academies, Institute/ University Award given on National basis.		NML [#]		
		iv	Award 0.5 marks for each award given by a National Institute/University/Registered Professional Societies/State Government.		4		
	4B		Special attainments			8	
		i	Award 1.0 mark each for Invited to act as Chairman/ Member-Secretary of Scientific Committees and other Policy Making Bodies/ Committees of National/ State Governments/ QRT Member.		2		
		ii	Award 1.0 mark each for President/ Secretary of registered Professional Societies/ Chief Editor of NAAS Rated Journals.		2		
		iii	Award 1.0 mark for each one-month experience of working in an International Organization/Laboratory. Period spent for Consultancy/ Assignments with CG Centres, UN Agencies or Foreign Country Governments including Inter-governmental Agencies/Panels and Universities abroad are considered for marking. Note: Period spent abroad towards Masters/ Ph.D./ Post-Doctoral experience will not be counted for award of marks.		2		

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	iv		Award 1.0 mark each for an individual invited lecture/ Chairman of a Technical Session in International Conventions, Conferences, Symposia etc. or participated as Member of an International Delegation.		2																				
	P. S. Maximum aggregate award covering item 4 (4A and 4B) would be limited to 20 marks																								
5			Teaching / Research / Extension				23																		
			Specify contributions in Teaching/ Research/ Extension areas. Identify one major and one minor area of work as detailed below:																						
			<table border="1"> <thead> <tr> <th>Area of Function</th> <th>Major or Minor Areas of Function</th> <th>Score</th> </tr> </thead> <tbody> <tr> <td>5A. Teaching</td> <td>Teaching, major function</td> <td>12</td> </tr> <tr> <td>5B. Research</td> <td>Research, major function</td> <td>12</td> </tr> <tr> <td>5C. Extension</td> <td>Extension, major function</td> <td>12</td> </tr> <tr> <td>5D</td> <td>Minor function details (Teaching/ Research/ Extension as minor function)</td> <td>06</td> </tr> <tr> <td>5E</td> <td>Externally funded projects</td> <td>05</td> </tr> </tbody> </table>	Area of Function	Major or Minor Areas of Function	Score	5A. Teaching	Teaching, major function	12	5B. Research	Research, major function	12	5C. Extension	Extension, major function	12	5D	Minor function details (Teaching/ Research/ Extension as minor function)	06	5E	Externally funded projects	05				
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5D	Minor function details (Teaching/ Research/ Extension as minor function)	06																							
5E	Externally funded projects	05																							
5A			Teaching as Major Function			12																			
	i		For teaching as the major function, the candidate must have taught 3 courses with a total 8 credit hrs load during each academic year. Whereas for minor function, the applicant must have taken 3 credit hrs load/academic year. In case of courses taught jointly, credit load taken by the applicant only should be mentioned. Award 0.5 marks for each year of teaching as specified herein.		3																				
	ii		Capacity building training programs: organized Summer School/Winter School/Other Training as Course Director or conducted Outreach Programs as Leader or developed and delivered customized Training Programs as Principal Organizer. Award 1.0 mark for each activity.		2																				
	iii		Guidance provided for M.Sc. /Ph.D. dissertation. As major advisor award 0.25 marks for each M.Sc. student guided and 0.5 marks for each Ph. D. student guided. (marks to be awarded only for students who have fulfilled all requirements for award of a degree program).		4																				
	iv		Success of students (for whom the applicant served as major advisor/guide) in terms of recognition for conferment of National Awards, e.g., Jawaharlal Nehru Award of the ICAR. Award 1.0 mark .		1																				
	v		Award 1.0 mark for each 10 subject matter lectures delivered as resource person in Summer/Winter Schools, Refresher Courses and Training Programs etc.		2																				

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	vi		Award 0.5 marks each for organizing a Seminar/Symposium as Chairman/ Organizing Secretary/ Convener.		1		
			P. S. Aggregate award for all activities covered under item 5A is limited to 12 marks				
5B			Research as Major Function			12	
	i		Research Projects: Associated with completed research projects as PI as evidenced by reports submitted. Award 1.0 mark for each completed project of 3 years and 0.5 marks for projects of lesser duration.		3		
	ii		Research contributions (major research findings): List five major research findings with impact of research work done in quantifiable terms specifying results of practical utility and benefits derived therefrom in bullet form supported each by a corresponding research publication. 0.8 marks for each research finding. Note: No marks to be given if achievement is not supported by a publication.		4		
	iii		Research contributions (Patents commercialized/ varieties released/ technology developed etc.) supported by documentary evidence: Award marks for the following activities:		5		
		a	Award 2.0 marks for each patent commercialized.	NML [#]			
		b	Award 1.0 mark for each research publication with citation index of more than 15.	NML [#]			
		c	Award 1.0 mark for each product, process or technology developed.	NML [#]			
		d	Award 1.0 mark for each variety released by the Central Variety Release Committee	NML [#]			
		e	Award 1.0 mark for each Breed developed/Trait identified	NML [#]			
		f	Award 0.5 marks for each variety released at state level	NML [#]			
			P. S. Aggregate award for items covered under 5B.i, 5B.ii and 5B.iii would be limited to 12 marks.				
5C			Extension Education as Major Function.			12	
	i		Technology application, demonstration and adoption: Award 1.0 mark for each of the following activities. Marks will be awarded for those activities that are confirmed by successful outcome. Marks shall be awarded, only if there is documentary proof for the matching achievements.		5		
		a	Involvement in technology application programs through organizing/coordinating activities related to technology assessment and refinement e.g. on farm trials and report on technology refinement	1			
		b	Extent of adoption of the technology in adopted areas	1			
		c	Participatory Rural Appraisal (PRA) and Participatory Technology Development (PTD), yield gap analysis and impact assessment for providing feedback to research and development in the form of report	1			
		d	Development of innovative extension methodologies, management cases and documentation of success stories.	1			

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		e	New methodology developed or innovation introduced which led to improvement in extension/technology adoption	1			
		ii	Extension approaches for technology dissemination: As evidenced by a documentary proof, award 1.0 mark for each of the following activity. Marks will be awarded for those functions that are confirmed by successful outcome.		4		
		a	Formation of Formal Village Organizations/Farmer Field Schools/establishment of Farmers Producer/Commodity Interest Groups.	1			
		b	Introduction of innovative extension methods and institutional innovations supporting adoption of introduced technologies including commercialization and mass dissemination of technologies.	1			
		c	Founding of e-linkages/connectivity, creating and use of electronic and web based knowledge portals and products.	1			
		d	Organization or coordination of interface meetings, demonstrations, farmers meetings/field day/s/technology week, exhibition, TV & Radio talks.	1			
		iii	Capacity Development: As evidenced by a documentary proof, marks will be awarded for each of the following capacity building activity/field demonstration organized excluding organization of summer/winter schools:		3		
		a	Award 0.5 marks for each training program of one month or more duration organized as Coordinator.	NML [#]			
		b	Award 1.0 mark each for delivery of 10 lectures in training programs.	NML [#]			
		P.S.: Aggregate award for items covered under 5C.i., 5C.ii. and 5C.iii. is limited to 12 marks.					
5D			Minor Function details (Teaching/Research/Extension as minor function)			6	
			For any of the teaching, research or extension as the Minor Function , the award of marks will be granted as narrated and distributed for Major Function. The aggregate thus obtained will be divided by 2 to compute marks for the Minor Function.				
5E			Externally Funded Projects			5	
			Only those projects granted by external sources based on Competitive Research Grant should be considered for marking. Projects will be awarded marks as outlined below. For project having grant value of ₹ :				
		i	₹ 10-20 lacs, award 1.0 mark for PI and 0.5 marks for Co-PI/Project Associate for each project		NML [#]		
		ii	> ₹ 20-50 lacs, award 2.0 marks for PI and 1.0 mark for Co-PI/Project Associate for each project		NML [#]		
		iii	> ₹ 50-100 lacs, award 3.0 marks for PI and 1.5 marks for Co-PI/Project Associate for each project		NML [#]		
		iv	> ₹ 100 lacs, award 4.0 marks for PI and 2.0 marks for		NML [#]		

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			Co-PI/Project Associate for each project				
			P.S.: Aggregate award covering items 5A or 5B or 5C plus 5D and 5E will be limited to 23 marks.				
6			Publications				20
	6A		Applicable to Researchers & Teachers other than Social Scientists.			20	
		i	Publications (Refereed Journals)		15		
			An applicant must identify 30 best research papers published in refereed journals for allocation of scores according to NAAS journal rating applicable from 01.01.2016. The NAAS score for each of the publication will be added and sum multiplied by 0.07 to assign marks. For research publications where NAAS journal ID/rating is not available, the Screening Committee shall be empowered to give appropriate rating but not exceeding 0.20/publication. Short communication will not qualify for award of marks along with full research papers. Where NAAS rating is not available but International Impact Factor is available, the applicant may indicate NAAS rating as 6 plus impact factor.				
		ii	Other publications.		5		
		a	Practical manuals/ Books/ Monographs published - Authored/ Edited (List only 3 publications). Award 1.0 mark for each publication.	3			
		b	Book chapters/ Policy papers/ Economic reviews (list only 2 publications). Award 1.0 mark for each publication.	2			
			P.S.: Maximum 20 marks for 6Ai +6Aii				
	6B		Applicable to Social Scientists and Scientists working in KVKs			20	
		i	An applicant must identify 20 best research papers published in refereed journals for allocation of scores according to NAAS journal rating applicable from 01.01.2016. The NAAS score for each publication will be added and the sum multiplied by 0.07 to assign marks. For research publications where NAAS journal ID/rating is not available, the Screening Committee shall be empowered to give appropriate rating not more than 0.20/publication. Short communication will not qualify for award of marks along with full research papers. Where NAAS rating is not available but International Impact Factor is available, the applicant may indicate NAAS rating as 6 plus impact factor.		10		
		ii	Other Publications		10		
		a	Practical Manual / Books/ Monographs published - Authored/Edited (list only 2 publications). Award 1.0 mark for each publication.	2			
		b	Book chapters/Policy papers/ Economic reviews published (list only 4 publications). Award 1.0 mark for each publication.	4			
		c	Popular Articles/Short communications (list only 10	2			

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			publications). Award 0.2 marks for each publication.				
		d	Electronic media coverage, articles published in newspapers and magazines (list only 10 publications). Award 0.2 marks for each relayed or published article.	2			
		e	Extension Bulletins (list only 8 publications). Award 0.25 marks for each bulletin.	2			
		P.S.: Maximum 20 marks for 6B.i +6B.ii					
		P. S. Aggregate award for items covered under item 6A or 6B (including sub-heads 6A.i & 6A.ii; or 6B.i & 6B.ii) is limited to 20 marks.					
7			Institution Building/Service Functions/Resource Generation				18
	A		Institution building Only clearly defined contributions as a leader in institutional building shall be considered for marking. Qualifying criteria for award of marks would be as follows:			7	
		i	New facility developed such as addition of new equipment costing more than ₹ 25 lacs each (list only 2 activities). Award 1.0 mark for each activity.		2		
		ii	Development of new laboratory with investment of ₹ 25 lacs to ₹ 100 lacs (list only 4 activities). Award 1.0 mark for each activity.		4		
		iii	Development of new laboratory with investment of more than ₹ 100 lacs having measurable impact (list only 1 activities). Award 1.0 mark for each activity.		1		
	B		Service Functions			10	
		i	Services provided as In-charge of utility sections: Following duties performed by a candidate will qualify for award of marks if undertaken at least for one or more years as: Warden, Library In-charge, Student Welfare Officer, Animal House In-charge, Hospital In-charge, Studentsø Sports In-charge, Farm In-charge, Common Instruments Laboratory In-charge, Vigilance Officers or any other duty assigned by Head of the Institution for one year or more qualify for marking. Award 1.0 mark for each responsibility.		3		
		ii	Services provided in PME cell: Duties in PME Cell for one year and more. Award 1.0 mark for each year.		3		
		iii	Services provided for miscellaneous tasks: Following contributions of applicant qualify for award of marks. Award 0.5 marks for each function.		4		
		a	Preparation of review reports, proceedings and other similar works	NML [#]			
		b	Assistance at least for one year in coordination and monitoring progress of work of RAC, IMC, QRT, BOM, Academic Council and similar Advisory Committees of the Institute/University.	NML [#]			
		c	Field surveys including biodiversity/aquatic/soil survey	NML [#]			

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		d	Production and distribution of seeds/cultures/planting material/diagnostic services/store purchase/ Maintenance of farm each at least for one year	NML [#]			
	C		Resource Generation			3	
			Revenue resources generated including technologies commercialized other than regular farm produce with documentary proof. Award of marks will be as follows:				
		i	Up to ₹ 10 lacs, award 1.0 mark for each activity.		NML [#]		
		ii	For > ₹ 10 lacs to ₹ 15 lacs, award 2.0 marks for each activity.		NML [#]		
		iii	For > ₹ 15 lacs, award 3.0 marks for each activity.		NML [#]		
		P. S. Aggregate award of marks for item 7 (7A + 7B +7C) is limited to 18 and its inclusion in score is based on a specific certification by the Head of the Institution.					
8			RMP Experience				0
	Grand Total						100

Note :- NML[#] No Maximum Limit. However the marks will be capped to the highest marks allocated as in next column.

Score Card Guidelines for Posts of Directors of DUs, ND and DDG and equivalent position

Item No.	Sub-Item -I	Sub-Item -II	Sub-Item -III	Attribute/Accomplishments/Contributions/Performance Indicators and Allocation/Distribution/Award of Marks	Maximum Upper Limit of Score (Item/ Sub-Items wise)			
					Sub-Item Score -III	Sub-Item Score -II	Sub-Item Score -I	Item Score
1				Academic Qualification (Proof required for each credit claimed including award of first class by the University or the conversion formula)				2
	1A			Academic performance Award 1.0 mark for each of the following academic achievements:			1	
		i		First Position/ Gold Medal in the University at the Graduate level		1		
		ii		First position/ Gold Medal in the university at Post Graduate Level		1		
	1B			Ph.D. thesis award			1	
		i		Jawaharlal Nehru award of the ICAR for best Ph.D. thesis (Award 1.0 mark)		1		
	1C			Overseas Post-Doctoral Fellowship/Associate-ship award: Award of marks will be as follows:			1	
		i		Overseas Post-Doctoral Fellowships which are competitive e.g., Fellowships awarded by DBT/DST, Fulbright/ Humboldt/ Boyscast/ DAAD etc. Award 1.0 mark for each.		NML [#]		
		ii		Any other additional qualification acquired relevant to the post. Award 1.0 mark for each.		NML [#]		
P. S. : Aggregate award for Item 1 (1A+1B+1C) is limited to 2 marks								
2				Experience in Relevant Field				15
	2A			Essential qualifications (No Marks to be Awarded).			0	
				(i) A doctoral degree in the relevant subject including relevant basic sciences. (ii) An eminent Scientist/ Teacher having at least 8 years experience in the grade of Principal Scientist/ Professor or in an equivalent position in Pay Band-4 of ₹ 37400-67000 with Grade Pay of ₹ 10000 out of which 3 years experience should be in a Research Management Position or 5 years experience in positions specified below or 3 years cumulative weighted experience in RMP & specified position, after giving weightage of 1.0 for service rendered as RMP and 0.6 to service rendered in position specified below. OR				

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			<p>An eminent scientists having proven record of scientific contribution working in a reputed organization/Institutes having at least 21 years experience in the relevant subject, out of which 3 years experience should be in a Research Management Position or 5 years experience in any of the specified below, or 3 years cumulative weighted experience in RMP & positions specified below, after giving weightage of 1.0 for service rendered as RMP and 0.6 to service rendered in positions specified below.</p> <p>a) Heads of Divisions at ICAR Institutes. b) Heads of Regional Stations of ICAR Institutes. c) Project Coordinator. d) Zonal Coordinator (service rendered prior to 27.01.2009) e) Joint Directors of Institutes other than National Institutes/DUs.</p> <p>(iii) Evidence of contribution to research / teaching / extension education as supported by published work/innovations and impact.</p> <p>Desirable:- The candidate should have demonstrated scientific leadership and skill in research management with a broad vision and perspective of agricultural research.</p> <p>Note: (i) Specialization (As defined in Advertisement) could be made part of essential qualifications as per job requirements, if deemed necessary. (ii) Relevant basic science discipline, most appropriate to the post applied, will be identified by the Expert Screening Committee. (iii) The above mentioned qualifications are model qualifications, however the Expert Screening Committee shall determine the eligibility/ award marks to the applicant as per qualifications mentioned in IFC for respective posts.</p>				
	2B		Experience over and above for prescribed essential years stipulated as minimum qualifications. (No Marks to be Awarded)			0	
	2C		Trainings (No marks to be awarded).			0	
	2D		Significant contributions			4	
		i	Specify 5 most significant contributions that establish claim for the post being applied for . The candidate may narrate his/her evidenced major involvement and matching output (in 5 bullet points) as per specified requirements for the post applied. Award 0.8 marks for each significant contribution.		4		
	2E		Team work to interdisciplinary approach (No marks to be awarded).			0	
	2F		Leadership Attributes			3	
			Following contributions as a leader qualifies for award of				

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			marks:				
		i	Major R&D initiatives launched including those relating to IPR/Patent/WTO etc. Award 1.0 mark for each contribution.		NML [#]		
		ii	Inter institutional collaboration (National & International) developed. Award 1.0 mark for each contribution.		NML [#]		
		iii	Establishment of new colleges/institutes. Award 1.0 mark for each contribution.		NML [#]		
		iv	New programs started. Award 1.0 mark for each contribution.		NML [#]		
		v	Bringing recognition to the Institute either as individual or team. Award 1.0 mark for each contribution.		NML [#]		
		vi	Any other new initiative taken. Award 1.0 mark for each contribution.		NML [#]		
2G			Contributions in the area of Research Management.			8	
			Specify most significant contributions of the Division/ Department/ Institute/ Coordinated Project under his/her management and should be for the period of RMP or HOD or equivalent. Following activities will be considered for award of marks:				
		i	External grant generated under applicant's leadership			2	
		a	Grant of more than ₹ 5 crores and up to ₹ 25 crores. Award 1.0 mark for each grant generated.	NML [#]			
		b	Grant of more than ₹ 25 crores. Award 2.0 marks for each grant generated.	NML [#]			
		ii	Planning and assistance in development of a discipline at the National level. Award 0.5 marks for each year of contribution.			2	
		iii	Patents obtained by the institution under applicant's management. Award 1.0 mark for each patent granted.			2	
		iv	Infrastructure of over ₹ 10 crores created. Award 1.0 mark for each activity.			1	
		v	Research publications excluding applicant's publication in refereed journals with NAAS rating of over 7.5 score (as per NAAS journal rating applicable from 01.01.2016) by scientists of the Division/Institute under his/her management. Award 1.0 mark for every 25 such publications.			2	
		vi	New initiatives for quality enhancement in research, education and extension by the organization. Award 1.0 mark for each initiative.			2	
		vii	Steered team work to strengthen interdisciplinary research as evidenced by joint publications involving scientists across disciplines or institutes in two bullet points. Award 1.0mark for each bullet point.			2	
			P. S. Aggregated award covering items 2A, 2B, 2C, 2D, 2E,2F and 2G would be limited to 15 marks.				
3			Service in Remote Areas/Disadvantaged Areas (Difficult Areas)/KVKs				2

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			Marks are assigned for service rendered in the remote areas/disadvantaged regions/KVKs notified by the ICAR from time to time. Marks will be awarded only , if the candidate has completed at least 3 years of continuous service in remote areas/disadvantaged regions/KVKs Award 1.0 mark for initial 3 years of service and 0.5 marks for each year of additional service. Note: The benefit of service in remote/ disadvantaged areas/ KVK is available only for service period in the ICAR or any other Central Government Institute and that too only once in the entire service career.				
4			Recognitions & Awards/ Special Attainments				20
	4A		Recognitions and Awards			12	
		i	Award 4.0 marks for each Rafi Ahmad Kidwai/ Shanti Swaroop Bhatnagar Award.	8			
		ii	Award 4.0 marks for Fellowship of recognized National Academy (List only one fellowship).	4			
		iii	Award 2.0 marks for each National (ICAR, CSIR and DST)/ International/ Science awards including awards like Om Prakash Bhasin, Vasvik/ Borlaugh/ FICCI/ Memorial Awards instituted by the National Science Academies, Institute/ University Award given on National basis.		NML [#]		
		iv	Award 0.5 marks for each award given by a National Institute/University/Registered Professional Societies/State Government.	3			
	4B		Special attainments			8	
		i	Award 0.5 marks each for Invited to act as Chairman/ Member-Secretary of Scientific Committees and other Policy Making Bodies/ Committees of National/ State Governments/ QRT Member.	2			
		ii	Award 1.0 mark each for President/ Secretary of Registered Professional Societies/ Chief Editor of NAAS Rated Journals.	2			
		iii	Award 1.0 mark for each one-month experience of working in an International Organization/Laboratory. Period spent for Consultancy/ Assignments with CG Centers, UN Agencies or Foreign Country Governments including Inter-governmental Agencies/Panels and Universities abroad are considered for marking. Note: Period spent abroad towards Masters/ Ph.D./ Post-Doctoral experience will not be counted for award of marks.	2			
		iv	Award 1.0 mark each for an individual invited lecture/ Chairman of a Technical Session in International Conventions, Conferences, Symposia etc. or participated as Member of an International Delegation.	2			
			P. S. Maximum aggregate award covering item 4 (4A and 4B) would be limited to 20 marks				

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5			Teaching / Research / Extension				15																		
			Specify contributions in Teaching/ Research/ Extension areas. Identify one major and one minor area of work as detailed below:																						
			<table border="1"> <thead> <tr> <th>Area of Function</th> <th>Major or Minor Areas of Function</th> <th>Score</th> </tr> </thead> <tbody> <tr> <td>5A. Teaching</td> <td>Teaching, major function</td> <td>8</td> </tr> <tr> <td>5B. Research</td> <td>Research, major function</td> <td>8</td> </tr> <tr> <td>5C. Extension</td> <td>Extension, major function</td> <td>8</td> </tr> <tr> <td>5D</td> <td>Minor function details (Teaching/ Research/ Extension as minor function)</td> <td>4</td> </tr> <tr> <td>5E</td> <td>Externally funded projects</td> <td>3</td> </tr> </tbody> </table>	Area of Function	Major or Minor Areas of Function	Score	5A. Teaching	Teaching, major function	8	5B. Research	Research, major function	8	5C. Extension	Extension, major function	8	5D	Minor function details (Teaching/ Research/ Extension as minor function)	4	5E	Externally funded projects	3				
Area of Function	Major or Minor Areas of Function	Score																							
5A. Teaching	Teaching, major function	8																							
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5C. Extension	Extension, major function	8																							
5D	Minor function details (Teaching/ Research/ Extension as minor function)	4																							
5E	Externally funded projects	3																							
	5A		Teaching as Major Function				8																		
		i	New courses and teaching programs developed and implemented. Award 1.0 mark for each such initiative.		2																				
		ii	List two major reforms on quality of education improvement implemented and impact there from. Award 1.0 mark for each activity.		2																				
		iii	Capacity building training programs: organized Summer School/Winter School/Other Training as Course Director or conducted Outreach Programs as Leader or developed and delivered customized Training Programs as Principal Organizer. Award 1.0 mark for each activity.		2																				
		iv	Guidance provided for M.Sc. /Ph.D. dissertation. As major advisor award 0.25 marks for each M.Sc. student guided and 0.5 marks for each Ph. D. student guided. (Marks to be awarded only for students who have fulfilled all requirements for award of a degree program).		2																				
			P. S. Aggregate award for all activities covered under item 5A is limited to 8 marks																						
	5B		Research as Major Function				8																		
		i	Research Projects		0																				
		ii	Research contributions (major research findings): List eight major research findings/ achievements with impact of research work done in quantifiable terms specifying results of practical utility and benefits derived there from in bullet form supported each by a corresponding research publication. 0.5 marks for each research finding. Note: No marks to be given if achievement is not supported by a publication.		4																				
		iii	Research contributions (Patents commercialized/ varieties released/ technology developed etc.) supported by documentary evidence: Award marks for		6																				

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			the following activities:				
		a	Award 1.0 mark for each patent commercialized.	NML [#]			
		b	Award 0.5 marks for each research publication with citation index of more than 15.	NML [#]			
		c	Award 1.0 mark for each product, process or technology developed.	NML [#]			
		d	Award 1.0 mark for each variety released by the Central Variety Release Committee	NML [#]			
		e	Award 1.0 mark for each Breed developed/Trait identified	NML [#]			
		f	Award 0.5 marks for each variety released at state level	NML [#]			
		P. S. Aggregate award for items covered under 5B.i, 5B.ii and 5B.iii would be limited to 8 marks.					
5C			Extension Education as Major Function.			8	
	i		Technology application, demonstration and adoption: Award 1.0 mark for each of the following activities. Marks will be awarded for those activities that are confirmed by successful outcome. Marks shall be awarded, only if there is documentary proof for the matching achievements.		4		
		a	Involvement in technology application programs through organizing/coordinating activities related to technology assessment and refinement e.g. on farm trials and report on technology refinement	1			
		b	Participatory Rural Appraisal (PRA) and Participatory Technology Development (PTD), yield gap analysis and impact assessment for providing feedback to research and development in the form of report	1			
		c	Development of innovative extension methodologies, management cases and documentation of success stories.	1			
		d	New methodology developed or innovation introduced which led to improvement in extension/technology adoption	1			
	ii		Extension approaches for technology dissemination: As evidenced by a documentary proof, award 1.0 mark for each of the following activity. Marks will be awarded for those functions that are confirmed by successful outcome.		3		
		a	Formation of Formal Village Organizations/Farmer Field Schools/establishment of Farmers Producer/Commodity Interest Groups.	1			
		b	Introduction of innovative extension methods and institutional innovations supporting adoption of introduced technologies including commercialization and mass dissemination of technologies.	1			
		c	Founding of e-linkages/connectivity, creating and use of electronic and web based knowledge portals and products.	1			
		d	Organization or coordination of interface meetings, demonstrations, farmers meetings/field day/s/technology week, exhibition, TV & Radio talks.	1			
		e	Production and supply of technology products worth about ₹ 3 lakh each year.	1			

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	iii	Capacity Development: As evidenced by a documentary proof, marks will be awarded for each of the following capacity building activity organized excluding organization of summer/winter schools:		2		
	a	Award 0.5 marks for each training program of one month or more duration organized as Coordinator.	NML [#]			
	b	Award 1.0 mark each for delivery of 15 lectures in training programs.	NML [#]			
		P.S.: Aggregate award for items covered under 5C.i., 5C.ii. and 5C.iii. is limited to 8 marks.				
5D		Minor Function details (Teaching/Research/Extension as minor function)			4	
		For any of the teaching, research or extension as the Minor Function , the award of marks will be granted as narrated and distributed for Major Function. The aggregate thus obtained will be divided by 2 to compute marks for the Minor Function.				
5E		Externally Funded Projects			3	
		Only those projects granted by external sources based on Competitive Research Grant should be considered for marking. Marks will be awarded as follows only for projects in which applicant is PI. For project having grant value of ₹ :				
	i	Upto ₹ 50 lacs award 1.0 mark for each project	NML [#]			
	ii	> ₹ 50 lacs - ₹ 100 lacs award 2.0 marks for each project	NML [#]			
	iii	> ₹ 100 lacs award 3.0 marks for each project	NML [#]			
		P.S.: Aggregate award covering items 5A or 5B or 5C plus 5D and 5E will be limited to 15 marks.				
6		Publications				20
6A		Applicable to Researchers & Teachers other than Social Scientists.			20	
	i	Publications (Refereed Journals)		15		
		An applicant must identify 30 best research papers published in refereed journals for allocation of scores according to NAAS journal rating applicable from 01.01.2016. The NAAS score for each of the publication will be added and sum multiplied by 0.07 to assign marks. For research publications where NAAS journal ID/rating is not available, the Screening Committee shall be empowered to give appropriate rating but not exceeding 0.20/publication. Short communication will not qualify for award of marks along with full research papers. Where NAAS rating is not available but International Impact Factor is available, the applicant may indicate NAAS rating as 6 plus impact factor.				
	ii	Other publications.		5		
	a	Practical Manuals/ Books/ Monographs published - Authored/ Edited (List only 3 publications). Award 1.0 mark for each publication.	3			

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		b	Book chapters/ Policy papers/ Economic reviews (list only 2 publications). Award 1.0 mark for each publication.	2			
		P.S.: Maximum 20 marks for 6A.i +6A.ii					
6B			Applicable to Social Scientists and Scientists working in KVKs			20	
		i	An applicant must identify 20 best research papers published in refereed journals for allocation of scores according to NAAS journal rating applicable from 01.01.2016. The NAAS score for each publication will be added and the sum multiplied by 0.07 to assign marks. For research publications where NAAS journal ID/rating is not available, the Screening Committee shall be empowered to give appropriate rating not more than 0.20/publication. Short communication will not qualify for award of marks along with full research papers. Where NAAS rating is not available but International Impact Factor is available, the applicant may indicate NAAS rating as 6 plus impact factor.		10		
		ii	Other Publications		10		
		a	Practical Manual / Books/ Monographs published - Authored/Edited (list only 4 publications). Award 0.5 marks for each publication.	2			
		b	Book chapters/ Policy papers/ Economic reviews published (list only 4 publications). Award 1.0 mark for each publication.	4			
		c	Popular Articles/ Short communications (list only 10 publications). Award 0.2 marks for each publication.	2			
		d	Electronic media coverage, articles published in newspapers and magazines (list only 10 publications). Award 0.2 marks for each relayed or published article.	2			
		e	Extension Bulletins (list only 8 publications). Award 0.25 marks for each bulletin.	2			
		P.S.: Maximum 20 marks for 6B.i +6B.ii					
		P. S. Aggregate award for items covered under item 6A or 6B (including sub-heads 6A.i & 6A.ii; or 6B.i & 6B.ii) is limited to 20 marks.					
7			Institution Building/Service Functions/Resource Generation				18
	A		Institution building Only clearly defined contributions as a leader in institutional building shall be considered for marking. Qualifying criteria for award of marks would be as follows:			7	
		i	<u>Activities at the Institution level:</u> Following items would qualify for award of marks:		7		
		a	New facility developed such as addition of new equipment costing more than ₹ 100 lacs each(list only 2 activities). Award 0.5 marks for each activity.	1			
		b	Innovations introduced for improved efficiency & output(list only 2 activities). Award 0.5 marks for each	1			

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			activity.				
		c	Development of new laboratory with investment of more than ₹ 100 lacs having measurable impact (list only 2 activities). Award 1.0 mark for each activity.	2			
		d	Development of farm/farm machinery/Common facility like library with investment of × ₹ 10 crores (list only 1 activities). Award 1.0 mark for each activity.	1			
		e	MOUs signed for networking and partnership development with other public and private institutions/organizations(list only 2 activities). Award 1.0 mark for each MOU signed and supported by Work Plan.	2			
		ii	<u>Activities at the Council's level:</u> Following items would qualify for award of marks:		7		
		a	Plan /EFC document developed for the Division(list only 2 activities). Award 1.0 mark for each activity.	2			
		b	Schemes managed at the National Level(list only 10 activities). Award 0.20 marks for each scheme.	2			
		c	Specific contribution in bringing significant changes in the existing norms, practices, governance and management of education, research and extension with performance indicators (list only 2 activities). Award 1.0 mark for each activity.	2			
		d	New HRD Programs developed and executed(list only 2 activities). Award 1.0 mark for each initiative.	2			
B			Service Functions			6	
		i	<u>Services provided as In-charge of utility sections:</u>		0		
		ii	<u>Services provided in PME cell:</u>		0		
		iii	<u>Services provided for miscellaneous tasks:</u> Following contributions of applicant qualify for award of marks. Award 0.25 marks for each contribution.		4		
		a	Preparation of review reports, proceedings and other similar works	NML [#]			
		b	Assistance at least for one year in coordination and monitoring progress of work of RAC, IMC, QRT, BOM, Academic Council and similar Advisory Committees of the Institute/University.	NML [#]			
		d	Production and distribution of seeds/cultures/planting material/diagnostic services/store purchase/ Maintenance of farm each at least for one year	NML [#]			
		iv	<u>External R&D Linkages developed:</u> External R&D Linkages developed as a sequel to conduct of externally funded projects. Proof necessary for award of marks (list only 2 activities). Award 1.0mark for each inter-institutional program developed.		2		
C			Resource Generation			6	
		i	<u>Technologies Commercialized/ Consultancy:</u> Commercial release/sale/use of technology attracting revenue to the Institution/Organization, revenue generated through training programs or consultancies offered other than regular farm produce with documentary proof. Award of marks will be as follows:		4		

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		a	More than ₹ 10 lacs to ₹ 20 lacs, award 1.0 mark for each activity.	NML [#]			
		b	For > ₹ 20 lacs to ₹ 50 lacs award 2.0 marks for each activity.	NML [#]			
		c	For > ₹ 50 lacs, award 3.0 marks for each activity.	NML [#]			
		ii	Contract Research: Award of marks will be as follows:		2		
		a	Contract Research Projects of value × ₹ 5 lacs. Award 0.5 marks for each assignment/project	NML [#]			
P. S. Aggregate award of marks for item 7 (7A + 7B +7C) is limited to 18 and its inclusion in score is based on a specific certification by the Head of the Institution.							
8			RMP Experience				8
			Specify RMP held e.g., Director, JDNI, PD/ZPD (erstwhile), ADG of ICAR and VC/Dean of SAUs or equivalent. One mark for each additional year beyond 3 years in the regular RMP. For example, If the DDG (Extension) post is the one that is advertised, then experience in Extension/Extension Education will be considered and like-wise specific disciplines as assigned to other DDG's positions will be taken into account. Award of marks is as follows:				
	8A		RMP Experience - over and above prescribed period:			4	
		i	Award 1.0 mark for each year of RMP experience over and above the prescribed period required for a particular post.	NML [#]			
	8B		RMP Experience - Institutional Recognition / MOU signed:			4	
		i	Institutional recognition received under his/her leadership. Award 1.0 mark for each recognition		2		
		ii	MOU signed with national and international institutions and public private partnership developed with impact. Award 1.0 mark for each initiative		2		
Grand Total							100

Note :- NML[#] No Maximum Limit. However the marks will be capped to the highest marks allocated as in next column.

For the posts of Head of Division/Regional Station, Project Coordinator, National Coordinator, Joint Director

- Academic brilliance.
- Depth of knowledge in the relevant and related subjects.
- Mindset (aptitude for work, scientific temper, values and ethics and team spirit).
- Communication and computed skills.
- Power of logical reasoning.
- Exposure to relevant international developments like IPR/WTO regime.
- Contributions/attainments in Research/Teaching/Extension and other attributes.
- Leadership traits.
- Holistic scientific vision.
- Managerial abilities.

For the posts of Project Director, Director, Assistant Director General, Joint Director of National Institute

- Academic brilliance.
- Depth of knowledge in the relevant and related subjects.
- Mindset (aptitude for work, scientific temper, values and ethics and team spirit).
- Communication and computed skills.
- Power of logical reasoning.
- Understanding of relevant international developments like IPR/WTO regime.
- Knowledge of major agricultural legislations of the country.
- Contributions/Attainments in Research/Teaching/Extension/ Management and other attributes.
- Leadership traits and capability to guide.
- Holistic scientific vision.
- Managerial abilities.
-

For the posts of Director of National Institutes, National Director, Deputy Director General

- Depth of knowledge in the relevant and related subjects.
- Mindset (aptitude for work, scientific temper, values and ethics and team spirit).
- Communication skills.
- Holistic scientific vision.
- International exposure.
- Leadership traits, with proven leadership record.
- Attitude for team-work.
- Capabilities to guide/motivate.
- High standards of values and ethics.
- Understanding of relevant international developments like IPR/WTO regime.
- Knowledge of major agricultural legislations of the country.
- Institution building abilities and managerial capabilities.